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ABSTRACT

This report presents information on faculty contracts and bargaining agents in public and private institutions of higher education. It begins with a listing of higher education institutions, by state, indicating the bargaining agent representing the regular college faculty, the unit size, date of current agent election, date of initial contract, and date of contract expiration. Subsequent listings offer similar data for adjunct faculty, graduate and teaching assistants, and faculty at Canadian universities. The next section analyzes the statistical data, in 18 tables and graphs, such as: (1) Recognized Faculty Bargaining Agents--Public and Private; (2) Analysis of Bargaining Agents and Collective Bargaining Agreements; (3) Faculty Represented by Certified Bargaining Agents; (4) Geographic Distribution of Unionized Faculty; (5) Summary of Decertifications; and (6) Status of Public Sector Collective Bargaining Legislation. The report also offers a list of "No-Agent" votes conducted between 1971 and 1993, a summary of 1993 collective bargaining elections, and a text analysis of changes in faculty representation for 1993. (JDD)

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ED 371 688

Volume 20, January 1994

Directory of Faculty Contracts and Bargaining Agents In Institutions of Higher Education

Frank R. Annunziato

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UNIONIZATION AMONG COLLEGE FACULTY

January 1, 1993 through December 31, 1993

INTRODUCTION

During 1993, slight growth occurred both in the number of faculty members represented for purposes of collective bargaining and in the number of faculty bargaining agents throughout the United States. Academic unions now represent 234,570 professors, an increase of 7,757 (+3.4 percent) from our prior report. In addition, our statistics establish 489 faculty bargaining agents for 1993, an increase of 6 from our previous year's Directory.

The increase in the number of faculty members appears to be mostly attributable to the hiring of new faculty throughout the country, as colleges and universities begin to climb out of the ravages of the recession of the past few years. However, professors at three institutions chose new bargaining agents for the first time during 1993, which can explain 873 of the 7,757 additional faculty members.

Public sector institutions continue to dominate faculty collective bargaining. Our statistics indicate that 420 public sector bargaining agents now represent 224,698 faculty members on 971 campuses. Faculty members at public sector institutions account for 96 percent of all faculty members represented for purposes of collective bargaining throughout the United States.

Professors participated in eight elections during 1993 to determine collective bargaining agents. All these elections involved public sector institutions. In three of these elections, new bargaining agents were elected. In one election, faculty members decided to affiliate their independent union with a national union. In one election, an independent union withstood a challenge to its agent status from two competing national unions. Finally, faculty voted against collective bargaining in three other elections.

Two other events transpired during 1993 which must be included in this Directory. First, the faculty at the University of Arkansas at Little Rock voted in favor of collective bargaining and then in favor of the NEA as their bargaining agent in two separate elections. Arkansas does not have legislation which allows public sector collective bargaining. The faculty vote at the University of Arkansas at Little Rock does not obligate the university to bargain with the NEA affiliate. As we go to press, the administration has refused to recognize the faculty vote. Since the union has

been neither recognized nor certified, we have not included it as a bargaining agent. The significance of the faculty vote at the University of Arkansas at Little Rock should not be minimized, however. No faculty collective bargaining currently exists in the State of Arkansas. If successful, the University of Arkansas at Little Rock faculty would establish a major beachhead for collective bargaining in an area of the nation not known for its pro-union sympathies.

The second event which we must mention is that the California Public Employment Relations Board has recognized the Association of Graduate Student Employees (AGSE), Local 2165, United Auto Workers, AFL-CIO as the bargaining agent for a unit of 700 tutors, exam readers, and acting instructors at the University of California, Berkeley. The union had also sought union recognition for an additional 1,100 graduate teaching and research assistants and struck during the Fall semester, 1992 to achieve this goal. However, California law does not permit those student employees to organize. The California Public Employment Relations Board conducted an election only for the tutors, exam readers, and acting instructors; the union prevailed 220-60. The university administration has refused voluntary recognition of the union as the bargaining agent for the 1,100 teaching and graduate assistants.

AGENTS ELECTED

Faculty chose new collective bargaining agents at three public sector institutions during 1993. Two of these elections involved part-time faculty: Elgin Community College (IL) and Rockland Community College (NY). The full-time faculty at Cleveland State University (OH) also voted in favor of collective bargaining. The aggregate size for these three bargaining units is 873.

CHANGE OF AGENT ELECTION

The independent faculty union at Yuba Community College (CA) voted to affiliate with the AAUP in a bargaining unit of 396 full- and part- time professors.

CHALLENGE TO AGENT ELECTION

The AFT unsuccessfully challenged an independent union at Santa Rosa Community College (CA) for a unit of 1,090 full- and part-time faculty.

AAUP

The AAUP participated in two of the eight elections held in 1993 and won both of them. At Cleveland State University

(OH), the AAUP defeated No-Agent, 243-146 for a bargaining unit of 450. At Yuba Community College (CA), the membership of the certified bargaining agent, the Yuba College Faculty Association (bargaining unit size 396), voted to affiliate with the AAUP, 64-14.

The AAUP and its affiliates, including dual affiliations, now represent 61,445 faculty at 59 colleges and universities. These include 38 public and 21 private institutions. Of these, 51 are four-year and 8 are two-year institutions.

AFT

The AFT participated in six of the 1993 elections and won two of them. The AFT defeated No-Agent 13-0 at Elgin Community College (IL) for a bargaining unit of 23 part-time faculty. At Rockland Community College (NY), the adjunct faculty voted 217 for the AFT and 11 for No-Agent in a bargaining unit of 350. The AFT unsuccessfully challenged the independent union at Santa Rosa Community College (CA) for a bargaining unit of 1,090 full- and part-time faculty members. The AFT lost three elections to No-Agent during 1993. At Lorain County Community College (OH), the faculty rejected collective bargaining by a vote of 47 for the AFT and 59 for No-Agent, in a bargaining unit of 110. The full-time faculty at Northern Illinois University voted 245 for the AFT and 522 for No-Agent in a bargaining unit of 847. Finally, the AFT and the NEA lost to No-Agent at Michigan Technical College. The AFT received 50 votes, the NEA garnered 26, and No-Agent 107, in a bargaining unit of 206.

The AFT and its affiliates, including dual affiliations, now represent 99,015 faculty at 160 colleges and universities. This includes 137 public and 23 private institutions. Of these, 48 are four-year and 112 are two-year institutions.

NEA

The NEA participated in only one of the eight elections during 1993. At Michigan Technical College, the faculty rejected unionization, in a three way vote: 26 for the NEA, 50 for the AFT, and 107 for No-Agent.

As noted earlier, the NEA has also won a non-binding vote at the University of Arkansas at Little Rock. There, without enabling legislation, the faculty voted first in favor of collective bargaining and then in favor of the NEA as their bargaining agent. The administration has not recognized either of these votes.

The NEA and its affiliates, including dual affiliations, now represent 84,993 faculty at 223 colleges and universities. This includes 209 public and 14 private institutions. Of these, 35 are four-year and 188 are two-year institutions.

INDEPENDENT AGENTS

By the term independent agent, we mean any faculty bargaining agent which has not affiliated with another state or national union. The independent bargaining agent at Yuba Community College (CA) voted to affiliate with the AAUP during 1993, with 64 votes for affiliation and 14 opposed. The independent bargaining agent at Santa Rosa Community College (CA) withstood a challenge from the AFT in 1993: Ind 590, AFT 274, No-Agent 12. Independent bargaining agents now represent 18,503 faculty at 42 colleges and universities. This includes 34 public and 9 private institutions. Of these, 13 are four-year and 30 are two-year institutions.

DECERTIFICATION

The National Center has no reports of any bargaining agent decertification which occurred during 1993.

STRIKES

Two faculty strikes occurred during 1993. In Ohio, the University of Cincinnati AAUP chapter which represents 1,916 faculty members at four campuses, struck for five days at the end of March and the beginning of April. In Pennsylvania, members of the Delaware County Community College Association of Higher Education, an affiliate of the Pennsylvania State Education Association and the NEA, struck at the beginning of the Fall 1993 academic term.

LEGISLATION

The National Center cannot report any new state or federal legislation in the area of collective bargaining legislation in higher education during 1993.

FIRST CONTRACTS SIGNED

The National Center has no reports of any first contracts signed during 1993.

DEMOGRAPHIC ANALYSIS

The number of faculty represented by unions, 234,632, and the number of collective bargaining agents, 489, are both at their highest levels since the National Center began to

collect these statistics in 1973. Yet, faculty collective bargaining in higher education remains an isolated phenomenon in two important aspects in the United States. First, faculty collective bargaining is confined almost exclusively to public sector colleges and universities. As stated earlier, 96 percent of professors represented for purposes of collective bargaining (224,716/234,570) teach at public institutions. Public colleges and universities account for 420 of the 489 bargaining agents in the United States. Only 9,916 faculty members at private institutions are represented by unions. There are only 69 faculty bargaining agents at the nation's private colleges and universities. As the National Center has repeatedly demonstrated over the years, the Yeshiva decision of the Supreme Court of the United States has landed a devastating blow to the growth of private sector faculty collective bargaining.

Geographic limitation is the second aspect in which faculty collective bargaining remains an isolated social phenomenon. Two states, California (65,885) and New York (51,888) can account for 50 percent of all faculty members represented for purposes of collective bargaining (117,773 / 234,570). The following ten states account for 83 percent of all faculty members represented by unions:

THE TEN LARGEST STATES FOR FACULTY UNIONISM, BY NUMBER OF FACULTY

1.	California	65,885	
2.	New York	51,888	
3.	Pennsylvania	10,960	
4.	Connecticut	10,694	
5.	New Jersey	10,395	
6.	Michigan	10,333	
7.	Florida	9,984	
8.	Massachusetts	9,414	
9.	Washington	8,294	
10.	Illinois	7,335	
	Total	195,182	(83 percent of all unionized faculty)

Five northeastern states (New York, Pennsylvania, Connecticut, New Jersey, and Massachusetts), can account for 93,351 faculty members, or 39 percent of all faculty members represented for purposes of collective bargaining in the entire country. Higher education institutions at two west-coast states, California and Washington, employ 74,179 unionized professors, or 32 percent of all faculty members represented for purposes of collective bargaining in the United States. A remarkable 167,530 faculty members --71 percent of all faculty members represented for purposes of

collective bargaining---can be found at colleges and universities in the five northeastern and the two west-coast states.

ACKNOWLEDGMENTS

The National Center could not publish this Directory without the kind assistance of many individuals. First, we are enormously grateful to the college and university administrators in unionized institutions who provide us with the information every year to update this work. For 1994, our response rate was 85 percent.

We also must thank the leadership and staff of the three major academic unions, the AAUP, AFT, and NEA for keeping us informed about new bargaining agents, elections, strikes, court decisions, and organizing campaigns. We also must acknowledge the help that the Canadian faculty unions extend to us with the updating of the Canadian section. We receive our Canadian information from the Canadian Association of University Teachers (CAUT), the Fédération Québecoise des Professeures and Professeurs d'Université (FQPPU), and the Ontario Public Service Employees Union (OPSEU).

At Baruch College, graduate assistant Johnny Lee provided invaluable contributions with data input and the development of charts and tables. The National Center's Administrative Director, Beth Hillman Johnson, supervised the Directory's editing and production processes.

A special thank you must go to Dr. Matthew Goldstein, president of Baruch College, for the support he has given to the National Center which allows us to produce and disseminate the results of our research.

Once again, we urge you to report to us any errors or omissions we may have made. We're not perfect, but we are educable!

Frank R. Annunziato, Ph.D.
Director, National Center for
the Study of Collective
Bargaining in Higher Education
and the Professions

FACULTY CONTRACTS AND BARGAINING AGENTS IN PUBLIC AND PRIVATE INSTITUTIONS IN THE UNITED STATES

FACULTY CONTRACTS AND BARGAINING AGENTS IN PUBLIC AND PRIVATE INSTITUTIONS[1]

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
ALASKA							
Prince William Sound Community College[2]	ACCFT Local 2404, AFT	9	1974	1974	2	3	6/30/94
Copper Basin Campus					2		
Cordova Campus					2		
Valdez Campus					2		
ARIZONA							
Pima County Community College District	PCCEA/AEA/ NEA	287	1978	1978	2	5	6/30/93
Community Campus					2		
Desert Vista Campus							
Downtown Campus					2		
East Campus					2		
West Campus					2		
CALIFORNIA							
Antelope Valley College	AFT	128 ft 250 pt	1990	1990	2	1	6/30/96
Barstow Community College	CTA/NEA	30 ft 77 pt	1979	1979	2	1	6/30/92

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont.)							
Butte College	CTA/NEA	175 ft	1978	1978	2	1	6/30/97
	CWA	525 pt	1990	1991			12/31/93
Cabrillo College	AFT	196 ft 338 pt	1984	1986	2	1	6/30/93
California State University System	CFA/ AAUP/NEA	18,400	1982	1982	4	20	6/30/94
Cal. Polytech. St. Univ. San Luis Obispo					4		
Cal. St. Univ.-Bakersfield					4		
Cal. St. Polytech. Univ.-Pomona					4		
Cal. St. Univ.-Chico					4		
Cal. St. Univ.-Dominguez Hills					4		
Cal. St. Univ.-Fresno					4		
Cal. St. Univ.-Fullerton					4		
Cal. St. Univ.-Hayward					4		
Cal. St. Univ.-Long Beach					4		
Cal. St. Univ.-Los Angeles					4		
Cal. St. Univ.-Northridge					4		
Cal. St. Univ.-Sacramento					4		
Cal. St. Univ.-San Bernardino					4		
Cal. St. Univ.-San Marcos					4		
Cal. St. Univ.-Stanislaus					4		
Humboldt St. Univ.					4		
San Diego St. Univ.					4		
San Francisco St. Univ.					4		
San Jose St. Univ.					4		
Sonoma St. Univ.					4		

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont.)							
Chabot-Las Positas Community College District	Ind.(CLPFA) (CTA/NEA 1978)	297 ft 490 pt	1990	1979	2	2	6/30/93
Chabot College					2		
Las Positas College					2		
Chaffey College	CTA/NEA	162 ft 363 pt	1980	1981	2	1	6/30/95
Citrus College	CTA/NEA	131 ft 350 pt	1976	1977	2	1	6/30/94
*Claremont Colleges	OPEIU[3]		1972		4	6[4]	
Coast Community College District	AFT	622	1979	1980	2	3	6/30/95
Coastline Comm. Col.					2		
Golden West Comm. Col.					2		
Orange Coast Comm. Col.					2		
o Part-time	CTA/NEA	884	1979	1980	2	3	9/1/93
College of Marin[5]	AFT (CTA/NEA 1976)	141 ft 175 pt (Credit)	1978	1980	2	2	6/30/95
Indian Valley Campus		160 pt			2		
Kentfield Campus		(Non-Credit)			2		

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont.)							
College of the Redwoods	Ind.	123 ft 272 pt	1977	1977	2	1[6]	8/31/92
College of the Sequioas	CTA/NEA/ CWA	144 ft 285 pt	1976	1977	2	1	6/30/93
Compton Community College	AFT	94 ft 113 pt	1978	1979	2	1	6/30/92
Contra Costa Community College District	Ind.	471 ft 522 pt	1976	1977		3	6/30/96
Contra Costa Col.					2		
Diablo Valley Col.					2		
Los Medanos Col.					2		
Desert Community College District (College of the Desert)[7]	CTA/NEA	122 ft	1988	1988	2	1	6/30/95
El Camino Community College	AFT	321 ft 400 pt	1976	1977	2	1	12/31/89
Feather River College	AFT	24 ft 61 pt	1989	1990	2	1	6/30/95

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont.)							
Foothill-DeAnza Community College District	Ind.	638 ft 727 pt	1977	1977	2	4	6/30/92
DeAnza Col.					2		
Foothill Col.					2		
Middlefield Col.					2		
Sunnyvale Col.					2		
Gavilan College	CTA/NEA	77 ft	1977	1977	2	1	6/30/92
Glendale Community College	AFT	214 ft 446 pt	1979	1980	2	1	6/30/94
Grossmont/Cuyamaca Community College District	Ind. (CTA/NEA 1977)	293 ft 548 pt	1984	1978	2	2	6/30/93
Cuyamaca Col.					2		
Grossmont Col.					2		
Hartnell Community College	CTA/NEA	97 ft 231 pt	1979	1979	2	1	6/30/92
Imperial Valley College	CTA/NEA	93 ft	1981	1984	2	1	6/30/92
Kern Community College District	CTA/NEA	340 ft 556 pt	1977	1977	2	3	6/30/94
Bakersfield Col.					2		
Cerro Coso Col.					2		
Porterville Col.					2		

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont.)							
Lassen Community College	AFT	43 ft	1986		2	1	6/30/94
Long Beach City College	CTA/NEA	323 ft	1978	1979	2	2	6/30/93
Liberal Arts Campus					2		
Pacific Coast Campus					2		
o Part-time	CTA/NEA	638	1990				
Los Angeles Community College System	AFT	1,175 1,796 pt	1977	1978	2	9	9/29/93
East L.A. Col.					2		
L.A. City Col.					2		
L.A. Harbor Col.					2		
L.A. Mission Col.					2		
L.A. Pierce Col.					2		
L.A. Southwest Col.					2		
L.A. Trade-Tech. Col.					2		
L.A. Valley Col.					2		
West L.A. Col.					2		
Los Rios Community College System	AFT	753 ft 1,500 pt	1977	1977	2	3	6/30/96
American River Col.					2		
Cosumnes River Col.					2		
Sacramento City Col.					2		
Mendocino College	Ind.	160 pt	1981		2	1	6/30/94

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont.)							
Merced College	CTA/NEA	146 ft 346 pt	1976	1977	2	1	6/30/92
Monterey Peninsula Community College	CTA/NEA	140 ft 167 pt	1978	1980	2	1	6/30/93
Mount San Antonio College	CTA/NEA	311 ft 465 pt	1976	1978	2	1	12/31/96
Mount San Jacinto College	CTA/NEA	63 ft	1976	1977	2	2	6/30/93
Napa Valley College	CTA/NEA	99 ft 167 pt	1977	1979	2	1	6/30/92
North Orange County Community College District	CTA/NEA	536 ft	1979	1981	2	2	6/30/95
Cypress Col.					2		
Fullerton Col.					2		
Ohlone College	Ind.	125 ft 300 pt	1979		2	1	6/30/92
Palo Verde College	CTA/NEA (AFT 1976)	19 ft 38 pt	1980	1976	2	1	6/30/94
Pasadena City College	CTA/NEA	345 ft	1979	1979	2	1	6/30/94
Peralta Community College District	AFT/CFT	370 ft 500 pt	1979	1980	2	4	6/30/91

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Peralta Community College District (Cont.)							
Col. of Alameda					2		
Laney College					2		
Merritt Col.					2		
Vista Col.					2		
Rancho Santiago Com. College District	Ind.	261 ft 929 pt	1978		2	3[8]	6/30/95
o Cont. Educ. Facul.	CTA/NEA	21 ft 488 pt	1977		2	2	6/30/95
Rio Hondo Comm. Col.	CTA/NEA	160 ft 395 pt	1979	1980	2	1	6/30/95
Riverside Community College District	CTA/NEA	221 ft 550 pt	1978	1979	2	3	6/30/94
Saddleback Community College District	CTA/NEA	309 ft 558 pt	1976	1976	2	2	6/30/94
Irvine Valley Col.					2		
Saddleback Col.					2		
San Bernardino Community College District	CTA/NEA	232 ft 411 pt	1984	1989	2	2	1/31/93
Crafton Hills Community Col.					2		
San Bernardino Valley Col.					2		

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont.)							
San Diego Community Colleges	AFT (CTA/NEA 1977)	625 ft 1,817 pt	1987	1977	2	3	12/31/92
San Diego City Col.					2		
San Diego Mesa Col.					2		
San Diego Miramar Col.					2		
San Diego Community College Adult Educ. System	AFT	114 ft 955 pt	1977	1977	2	10	12/31/92
Centre City/Skills Center					2		
Clairemont Mesa Campus Center					2		
East San Diego Campus Center					2		
Ed. Cultural Complex Campus Center					2		
Harbor View Campus Center					2		
Kearney Mesa Campus Center					2		
Midway Campus Center					2		
Mira Mesa Campus Center					2		
Navajo Campus Center					2		
North Shores Campus Center					2		
*San Francisco Art Inst.	Ind.(SFAIFU)	35	1984	1984	4	1	6/30/94
San Francisco Community College	AFT	792 ft 979 pt	1978	1979	2	2[9]	6/30/92
City Col. of San Fran.					2		
Comm. Col. Centers					2		

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont.)							
San Joaquin Delta Col.	CTA/NEA	208 ft 425 pt	1977	1977	2	1	6/30/93
San Jose/Evergreen Com. College District	Ind. (CTA/NEA 1977)	252 ft 604 pt	1989	1978	2	2	4/30/93
Evergreen Valley Col.					2		
San Jose City Col.					2		
San Mateo County Com. College District	AFT (NEA 1977)	387 ft 746 pt	1982	1978	2	3	6/30/95
Canada Col.					2		
Col. of San Mateo					2		
Skyline Col.					2		
Santa Barbara City College	Ind.	198 ft	1986	1987	2	1	12/31/95
Santa Clarita Community College District[10]	CTA/NEA	70 ft 182 pt	1977	1978	2	1	6/30/94
Santa Monica Community College	Ind.	277 ft 399 pt	1978	1979	2	1	12/31/93
Santa Rosa Jr. Col.	Ind.	304 ft 1,099 pt	1989	1990	2	1	6/93
o Academic Affairs	AFT	86	1989		2	1	

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA (Cont.)							
Shasta College	CTA/NEA	144 ft 250 pt	1976	1976	2	1[11]	6/30/96
Sierra Joint Community College District	CTA/NEA	150 ft 372 pt	1977	1978	2	1	6/30/93
Solano Community College	CTA/NEA	147 ft 227 pt	1976	1977	2	1	6/30/94
Southwestern Community College District	CTA/NEA	214 ft	1977	1979	2	2	12/31/94
San Ysidro Educ. Center					2		
Southwestern Col.					2		
State Center Community College District	AFT	336 ft 575 pt	1977 1992	1977	2	2[12]	6/30/94
Fresno City Col.					2		
Kings River Comm. Col.					2		
Taft College	CTA/NEA	23 ft 31 pt	1976	1977	2	1	12/31/94
University of California							
o Lecturers	AFT	1,259	1984	1986	4	9	6/30/97
o Librarians	UFL/AFT	407	1983	1984	4	9	6/30/96
Berkeley					4		
Davis					4		
Irvine					4		

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
University of California (Cont.)							
Los Angeles					4		
Riverside					4		
San Diego					4		
San Francisco					4		
Santa Barbara					4		
Santa Cruz					4		
o Faculty	SCFA/AAUP	392	1981	1982	4	1[13]	6/30/93
*Univ. of San Francisco	AFT (Ind. 1975)	250 ft	1982	1976	4	1	7/31/98
o Adjunct Faculty	AFT	350	1981	1985	4	1	12/30/95
*Univ.of San Francisco Law School	Ind.	35	1973	1974	4	1	6/30/93
Ventura County Community College District	AFT	440 ft 750 pt	1977	1978	2	3	6/30/93
Moorpark Col.					2		
Oxnard Col.					2		
Ventura Col.					2		
Victor Valley College	CTA/NEA	96 ft	1976	1978	2	1	6/30/95
West Hills College	CTA/NEA	51 ft	1977		2	1	6/30/91
West Valley Mission Community College District	Ind.(ACE)	318 ft 517 pt	1984	1985	2	2	6/30/91

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
West Valley Mission Community College District (Cont.)							
Mission Col.					2		
West Valley Col.					2		
Yosemite Com. College District	Ind. (CTA/NEA 1976)	288 ft 180 pt	1989	1978	2	2	6/30/91
Columbia Col.					2		
Modesto Jr. Col.					2		
Yuba Comm. College	YCFA/AAUP (Ind.) (CTA/NEA 1976)	111 ft 285 pt	1993	1978	2	3	6/30/94
COLORADO							
*Regis University	AAUP	77 ft	1973	1973	4	1	8/31/96
CONNECTICUT							
Connecticut Community and Technical College System [14]							
Asnuntuck Community-Technical Col.					2		
Capital Community-Technical Col.					2		
Gateway Community-Technical Col.					2		
Housatonic Community-Technical Col.					2		
Manchester Community-Technical Col.					2		

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Connecticut Community and Technical College System (Cont.)							
Middlesex Community-Technical Col.					2		
Naugatuck Valley Comm.-Tech. Col.					2		
Northwestern Conn. Comm. Col.					2		
Norwalk Comm.-Tech. Col.					2		
Quinebaug Valley Comm.-Tech. Col.					2		
Three Rivers Comm.-Tech. Col.					2		
Tunxis Comm.-Tech. Col.					2		
A. Community Colleges Faculty	CCCC/SEIU	560 ft— 1,691 pt	1987	1977	2	12	6/30/94
B. Technical Colleges Faculty	AFT	167 ft 261 pt	1976 1992	1977	2	5	7/1/93
C. Comm./Tech. Colleges Administrators	CCCC/AFSCME	379 ft 346 pt					2/1/94
Connecticut State Univ. System	AAUP	2,285	1976	1976	4	4	8/23/96
Central Conn. St. Univ.					4		
Eastern Conn. St. Univ.					4		
Southern Conn. St. Univ.					4		
Western Conn. St. Univ.					4		
o Admin. Faculty	AFSCME	341	1976	1977	4	4	6/30/94
*Mitchell College	AFT	26	1975	1975	2	1	6/30/93
*Quinnipiac College	AFT	155 ft	1975	1975	4	1	6/30/92

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CONNECTICUT (Cont.)							
*Teikyo Post University[15]	AAUP (PCFA 1978, PCTA/AAUP)	27	1990	1979	4	1	8/31/93
U.S. Coast Guard Academy	AFGE	35	1975	1978	4	1	6/15/94
Univ. of Connecticut	UCPEA (CSFT/AFL-CIO)	885	1976	1977	2/4	6	6/30/94
Hartford					4		
Southeastern					2		
Stamford					4		
Storrs	AAUP	1311	1976	1977	4	6	6/30/96
Torrington					4		
Waterbury					4		
o Non-Teaching Professionals	AFT	825	1976	1977	4	6	6/30/92
o Health Center	AFT	1,400	1978	1978	4	1	6/30/93
DELAWARE							
Delaware State University	AAUP	207	1977	1981	4	1	8/31/94
University of Delaware	AAUP	871 ft	1972	1973	4	1	6/30/94

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
DISTRICT OF COLUMBIA							
*American University ESL Teaching Staff	Ind.(ELIFA)	24	1982	1982	4	1	4/30/96
University of the District of Columbia	NEA	430	1978	1980	4	1	9/30/93
FLORIDA							
Brevard Com. Col.	UFF/NEA[16] (AFT 1976, UCCFF 1977)	235	1981	1981	2	4	6/30/94
Cocoa Campus					2		
Melbourne Campus					2		
Palm Bay Center					2		
Titusville Campus					2		
Broward Com.Col.	UFF/NEA (UFF/AFT/AAUP 1981, UFF/NEA/ AAUP 1983)	330	1983	1981	2	4	8/1/95
Allied Health Center Campus					2		
Central Campus					2		
North Campus					2		
South Campus					2		
Chipola Junior College	UFF/NEA (NEA 1983)	70	1976		2	1	8/4/94
Edison Community College	AFT (ECCFF 1977)	100	1976	1979	2	2	6/30/95
Charlotte Co. Campus							

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Edison Community College (Cont.) Collier Co. Campus							
*Edward Waters College	AAUP	50	1992		4	1	
Florida State University System	UFF/FTP/ NEA (UFF/AFT[17])	6,800 ft 1,500 pt	1976	1976	4	9	6/30/94
Florida Agric. & Mech. Univ.					4		
Florida Atlantic Univ.					4		
Florida Int'l Univ.					4		
Florida State Univ.					4		
Univ. of Central Florida					4		
Univ. of Florida					4		
Univ. of N. Florida					4		
Univ. of S. Florida					4		
Univ. of W. Florida					4		
Hillsborough Community College	UFF/FUSA/ NEA (FUSA/NEA 1974)	256	1983	1974	2	4	8/20/95
Brandon Learning Center					2		
Dale Mabry Campus					2		
Plant City Campus					2		
Ybor Campus					2		
Indian River Community College	AAUP	157 ft	1973	1975	2	1	7/31/93

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
FLORIDA (Cont.)							
Palm Beach Community College	UFF/NEA (AFT[18] 1975, UCCFF 1977)	198	1975	1978	2	4	6/30/94
Central Campus					2		
Eissey Campus					2		
Glade Campus					2		
South Campus					2		
Pensacola Junior College	UFF/NEA	232	1985	1987	2	3	6/30/93
Milton Campus					2		
Pensacola Campus					2		
Warrington Campus					2		
*Saint Leo College	UFF/NEA (AFT 1976)	56	1979	1978	4	1	6/1/96
HAWAII							
University of Hawaii	UHPA/AAUP/ NEA	2,889 ft	1974	1975	2/4	10	6/30/95
Hawaii Comm. Col.					2		
Honolulu Comm. Col.					2		
Kapiolani Comm. Col.					2		
Kauai Comm. Col.					2		
Leeward Comm. Col.					2		
Manoa Col.					4		
Maui Comm. Col.					2		
UH-Hilo					4		
West Oahu Col.					4		

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
University of Hawaii (Cont.)							
Windward Comm. Col.					2		
ILLINOIS							
Belleville Area College	AAUP/AFT	125 ft	1967	1967	2	3	8/15/96
Belleville Campus					2		
Granite Campus					2		
Red Bud Campus					2		
Black Hawk College	IFT/AFT	150	1984		2	2	8/7/90
East Campus					2		
Quad Campus					2		
*Carl Sandburg College	IEA/NEA	55 ft	1975		2	2	8/31/97
Carthage Extension Center					2		
Main Campus					2		
City Colleges of Chicago (Cook County)	AFT	850 ft	1966	1967	2	7	7/15/96
Kennedy-King Col.					2		
Malcolm X Col.					2		
Olive-Harvey Col.					2		
Richard J. Daley Col.					2		
Truman Col.					2		
Washington Col.					2		
Wright Col.					2		
College of DuPage	NEA (Ind. 1984)	300	1989	1984	2	1	6/11/95

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
ILLINOIS (Cont.)							
College of Lake County	AFT (NEA 1971)	187 ft	1973	1973	2	1	8/13/95
Danville Area College	NEA	65	1983	1983	2	1	6/30/94
Elgin Community College	AFT AFT	110 ft 23 pt	1984 1993	1984	2 2	1	12/31/94
Highland Com. College	AFT	47 ft 1 Adjunct	1968	1968	2	1	8/20/94
Illinois Board of Gov.[19] Universities	UPI/IFT/ AFT	1,750	1976	1977	4	5	8/31/95
Chicago St. Univ.					4		
Eastern Illinois Univ.					4		
Governors St. Univ.					4		
Northeastern Illinois Univ.					4		
Western Illinois Univ.					4		
Illinois Central College	Ind.	193 ft 400 pt	1977	1977	2	1	7/31/93
Illinois Eastern Com. Colleges	IEA/NEA	95	1985	1985	2	4	9/1/96
Frontier Community Col.					2		
Lincoln Trail Col.					2		
Olney Central Col.					2		
Wabash Valley Col.					2		

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
ILLINOIS (Cont.)							
Illinois Valley Com. College	AFT	76 ft	1966	1966	2	1	8/18/94
John A. Logan College	IEA/NEA	85 ft	1972	1972	2	1	8/15/96
Joliet Junior College	AFT	153 ft	1967	1967	3	1	8/08/94
Kankakee Com. College	AFT	52	1984	1985	2	1	8/91
Kaskaskia College	AFT (NEA 1984)	68	1991	1985	2	1	8/15/94
Kishwaukee College	AFT	76	1986	1986	2	1	4/30/94
Lake Land College	AFT	124 ft	1968	1970	2	1	8/21/94
Lewis and Clark Com. College	IEA/NEA	79 ft	1979	1979	2	1	7/31/94
Lincoln Land Community College	AFT	117	1986	1986	2	1	8/15/95
McHenry County College	NEA	73 ft	1971	1972	2	1	8/94
Moraine Valley Community College	AFT	185	1972	1972	2	1	6/30/95
Morton College	AFT	55 ft	1967		2	1	8/16/95
Northern Illinois U.	AFT	200 temp.	1992		4	1	

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
ILLINOIS (Cont.)							
Oakton Community College	IEA/NEA	151	1986	1986	2	1	8/15/95
o Adjunct Faculty	IEA/NEA	118	1985	1987	2	1	8/10/96
Parkland College	Ind.(PAE)	149 ft	1985	1987	2	1	8/14/94
Prairie State College	AFT	94 ft	1969	1969	2	1	8/92
Rend Lake College	AFT	55	1985	1986	2	1	8/10/92
Richland Com. College	AFT	60	1986	1986	2	1	6/30/97
Sangamon State Univ.	AFT	163	1986	1988	2	1	6/30/97
Sauk Valley Community College	NEA	60 ft	1969	1970	2	1	6/30/92
Shawnee Com. College	NEA	40	1984	1984	2	1	8/15/96
South Suburban College[20]	AFT	125	1971	1972	2	1	8/15/95
Southeastern Illinois College	NEA	61	1985	1984	2	1	8/15/94
Spoon River College	NEA	35	1973	1976	2	1	9/1/92
State Community College of East St. Louis[21]	IFT/AFT	33	1980	1982	2	1	6/30/95
Triton College	AFT	228 ft	1973		2	1	6/30/92

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
ILLINOIS (Cont.)							
Waubonsee Com. College	AFT	70	1968	1970	2	1	6/30/94
William Rainey Harper College	AFT	219	1976	1976	2	1	8/15/96
IOWA							
Des Moines Area Com. College	NEA	270 ft	1976	1976	2	5	8/14/95
Ankeny Campus					2		
Boone Campus					2		
Carroll Campus					2		
Newton Campus							
Urban Campus					2		
Eastern Iowa Community College District IX	NEA	153 ft	1975	1976	2	3	8/13/94
Clinton Comm. Col.					2		
Muscatin Comm. Col.					2		
Scott Comm. Col.					2		
Hawkeye Institute of Technology	NEA	118 ft	1980	1981	2	1	6/30/91
Iowa Central Community College	NEA	92 ft	1975	1976	2	1	6/30/93
Iowa Lakes Com. College	NEA	83 f/pt	1975	1976	2	2	6/30/94
North Campus					2		
South Campus					2		

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
IOWA (Cont.)							
Iowa Western Community College	NEA	106 ft	1975	1976	2	2	8/19/94
Clarinda Campus					2		
Council Bluffs Campus					2		
Kirkwood Com. College	NEA	201 ft	1975	1976	2	2	8/29/94
Cedar Rapids Campus					2		
Iowa City Campus					2		
Northeast Iowa Community College (Area I)	NEA	90 ft 25 pt	1975	1976	2	2	8/15/92
Calmar Campus					2		
Peosta Campus					2		
Northwest Iowa Community College (Area IV)	NEA	37 ft	1975	1976	2	1	6/30/94
Southeastern Community College	NEA	88 ft	1987	1976	2	2	6/30/94
North Campus					2		
South Campus					2		
Southwestern Community College	NEA	44 ft	1975	1976	2	2	7/31/90
Creston					2		
Red Oak					2		

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
IOWA (Cont.)							
University of Northern Iowa	ISEA (AAUP/NEA[22] 1976)	680 f/pt	1991	1977	4	1	6/30/95
Western Iowa Tech Com. College	NEA[23]	74 ft	1976	1978	2	1	6/30/94
KANSAS							
Butler County Community College	NEA	109 ft	1971	1971	2	1	7/31/93
Cloud County Community College	NEA	48 ft	1970	1973	2	1	6/30/95
Coffeyville Community College	Ind. (NEA 1980)	35 ft	1982	1983	2	1	6/30/96
Colby Community College	NEA (Ind. 1972)	58 ft	1988	1975	2	1	6/30/91
Cowley County Community College	NEA	42	1969	1970	2	1	6/30/94
Dodge City Com. College	KEA/NEA (Ind. 1974)	55 ft	1991	1972	2	1	6/30/92
Fort Scott Com. College	Ind.(FSCAPE) (NEA 1974)	34	1984	1985	2	1	5/15/89

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
KANSAS (Cont.)							
Garden City Community College	NEA	70 ft	1971	1973	2	1	6/30/94
Hutchinson Com. College	NEA	72 f/pt		1969	2	1	6/30/94
Independence Community College	NEA	33	1970	1970	2	1	6/30/94
Johnson County Community College	NEA	293 ft	1980	1981	2	1	6/30/96
Kansas City Kansas Com. College	NEA	136 ft	1971	1971	2	1	6/30/93
Labette Com. College	NEA	40	1970	1970	2	2	6/30/93
Main Campus					2		
Oswego Campus					2		
Pittsburg State Univ.	NEA	218	1974	1978	4	1	6/30/90
Pratt Community College	NEA	32 f/pt	1977	1977	2	1	6/30/94
MAINE							
Maine Maritime Academy	MSEA	50	1988	1988	4	1	9/30/95
Maine Technical College System	NEA/MEA	329		1971	2	6	6/30/94

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Maine Technical College System (Cont.)							
Central Maine Tech. Col.					2		
Eastern Maine Tech. Col.					2		
Kennebec Valley Tech. Col.					2		
Northern Maine Tech. Col.					2		
Southern Maine Tech. Col.					2		
Washington County Tech. Col.					2		
Univ. of Maine System	NEA	1,250 ft	1978	1979	4	7	6/30/93
Univ. of Maine					4		
Univ. of Maine-Augusta					4		
Univ. of Maine-Farmington					4		
Univ. of Maine-Fort Kent					4		
Univ. of Maine-Machias					4		
Univ. of Maine-Presque Isle					4		
Univ. of Southern Maine					4		
o Part-time Faculty	PATFA/AFT	250	1986	1988	4	7	8/31/93
MARYLAND							
Montgomery College	AAUP	400	1980	1982	2	3	8/23/94
Germantown Campus					2		
Rockville Campus					2		
Takoma Park Campus					2		
New Community College of Baltimore	AFT	162 ft	1969	1970	2	2	6/30/90
Harbor Campus					2		
Liberty Campus					2		

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
MARYLAND (Cont.)							
Towson State University	AAUP	488	1973		4	1	
MASSACHUSETTS							
*Becker College	AFT	49	1974	1975	2	2	8/31/93
Leicester Campus					2		
Worcester Campus					2		
*Berklee Col. of Music	AFT	140 ft	1985	1986	4	1	8/31/96
o Part-time Faculty	AFT	136 pt	1985	1986	4	1	8/31/96
*Emerson College	AAUP	81 ft	1975	1976	4	1	8/31/94
*Endicott College	NEA	42 ft	1973	1974	4	1	8/30/95
*Laboure College	NEA	22 ft	1975	1979	2	1	6/30/93
Massachusetts Community College System[24]	NEA/MTA/ MCCC[25]	1,700	1976	1976	2	15	6/30/93
Berkshire Comm. Col.					2		
Bristol Comm. Col.					2		
Bunker Hill Comm. Col.					2		
Cape Cod Comm. Col.					2		
Greenfield Comm. Col.					2		
Holyoke Comm. Col.					2		
Mass. Bay Comm. Col.					2		
Massasoit Comm. Col.					2		
Middlesex Comm. Col.					2		
Mount Wachusett Comm. Col.					2		

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Massachusetts Community College System (Cont.)							
North Shore Comm. Col.					2		
Northern Essex Comm. Col.					2		
Quinsigamond Comm. Col.					2		
Roxbury Comm. Col.					2		
Springfield Tech. Comm. Col.					2		
o Div. of Continuing Ed.	NEA/MTA/ MCCC	1,800 pt	1987	1991	2	15	8/20/93
Massachusetts State Colleges[26]	NEA/MTA	1,535	1977	1977	4	9	6/30/93
Bridgewater St. Col.					4		
Fitchburg St. Col.					4		
Framingham St. Col.					4		
Mass. College of Art					4		
Mass. Maritime Academy					4		
North Adams St. Col.					4		
Salem St. Col.					4		
Westfield St. Col.					4		
Worcester St. Col.					4		
o Div. of Cont. Educ.	NEA/MTA	1,050 pt	1987	1989	4	9	8/31/92
Univ.of Massachusetts	MSP/FSU/ MTA/NEA	1,800	1976	1978	4	4	6/30/93
Amherst Campus[27]					4		
Boston Campus					4		
Lowell Campus[28]	MSP/MTA/ NEA	509			4		

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
University of Massachusetts (Cont.)							
Dartmouth Campus[29]	AFT	313	1970	1970	4	1	6/30/93
o Part-time and Visiting Lecturers	AFT	77	1985	1986	4		6/30/93
*Wentworth Institute of Technology	AFT		1973	1976	4	2	
Boston Campus		130			4		8/30/92
East Coast Aero Technical School		30			18 months		1993
MICHIGAN							
*Adrian College	NEA	56	1975	1977	4	1	8/31/95
Alpena Community College	NEA	59	1965	1965	2	1	8/20/94
*Baker College of Flint	NEA	44 ft	1978	1978	2/4	1	8/31/96
Bay de Noc Community College	MEA/NEA (Ind. 1971)	45 ft	1973	1971	2	1	8/30/95
Central Michigan University	NEA (CMUFA 1969)	628	1977	1970	4	1	6/30/96

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
MICHIGAN (Cont.)							
*Detroit College of Business	NEA (Ind. 1971)	26 ft	1973	1971	4	1	6/30/94
Eastern Michigan University	AAUP	691 ft	1974	1974	4	1	8/31/93
Ferris State University	NEA	532 ft	1973	1973	4	1	6/30/94
Glen Oaks Community College	NEA	31 ft	1968	1968	2	1	8/31/93
Gogebic Community College	NEA	47	1965	1965	2	1	8/15/92
Grand Rapids Community College	Ind.	542 f/pt	1965	1965	2	1	8/26/95
Henry Ford Community College	AFT	210	1965	1966	2	3	8/21/94
Dearborn Heights Campus					2		
Main Campus					2		
Searle Technical Campus Ctr.							
Highland Park Community College	AFT	21	1966	1989	2	1	6/30/92
Jackson Community College	NEA	108 ft	1965	1966	2	4	8/31/94
Kalamazoo Valley Community College	NEA	105	1969	1969	2	1	5/94

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
MICHIGAN (Cont.)							
Kellogg Community College	MEA/NEA (AFT 1967)	99 ft 3 pt	1968	1968	2	1	8/15/95
*Kendall College of Art and Design	KFA/MEA/NEA	72	1974	1989	4	1	8/22/93
Kirtland Community College	AFT/MFT (Ind. 1969, NEA 1973)	38 ft	1985	1971	2	1	6/30/96
Lake Superior State University	MEA/NEA	118 ft	1978	1978	4	1	8/31/94
Lansing Community College	MEA/NEA	1,000 f/pt	1968	1969	2	1	8/19/94
Macomb Community College	Ind.	316 ft	1966	1967	2	3	8/14/96
Center Campus					2		
Fraser Campus					2		
South Campus					2		
Mid Michigan Community College	MEA/NEA	36 ft	1968	1969	2	2	8/31/96
Monroe County Community College	MEA/NEA	61 ft	1973	1969	2	1	8/31/95
Montcalm Community College	MEA/NEA	29 ft	1968	1968	2	1	8/15/94
Mott Community College	NEA	415	1966	1966	2	3	8/24/94

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Mott Community College (Cont.)							
Lapeer Campus					2		
Southern Lakes Campus					2		
Main Campus					2		
Muskegon Community College	MEA/NEA	98 ft	1965	1967	2	1	8/31/94
North Central Michigan College	MEA/NEA	30	1980	1981	2	1	8/31/93
Northern Michigan University	AAUP	288 ft	1975	1976	4	1	6/30/95
o College of Technology and Applied Sciences	MEA/NEA	23 ft	1980	1980	4	1	8/25/95
Oakland Community College	MEA/NEA	291	1971	1966	2	4	8/31/95
Auburn Hills Campus					2		
Highland Lakes Campus					2		
Orchard Ridge Campus					2		
Southeast Campus					2		
Oakland University	AAUP	373 ft 57 pt	1970	1971	4	1	8/14/94
Saginaw Valley State University	MEA/NEA	172 ft	1972	1972	4	1	6/30/96
St. Clair County Community College	MEA/NEA	97	1968	1970	2	1	8/30/94

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
MICHIGAN (Cont.)							
Schoolcraft College	MEA/NEA	133 ft 306 pt	1972	1967	2	1	8/24/94
*University of Detroit Mercy	MEA/NEA	300 ft	1975	1977	4	2	12/31/96
Washtenaw Community College	MEA/NEA	174 ft	1966	1967	2	1	8/24/96
Wayne County Community College	AFT	120 ft 250 pt	1970	1970	2	4 (1 center)	12/31/94
Downriver Campus					2		
Downtown Campus					2		
Eastern Campus					2		
Northwestern Campus					2		
Wayne State University	AAUP	1,475 f/pt	1972	1972	4	1	7/31/94
West Shore Community College	MEA/NEA (Ind. 1970)	28 ft	1984	1970	2	1	8/20/94
Western Michigan University	AAUP	780 f/pt	1975	1976	4	6	9/6/96
Battle Creek Campus					4		
Benton Harbor Campus					4		
Grand Rapids Campus					4		

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Western Michigan University (Cont.)							
Kalamazoo (Main) Campus					4		
Lansing Campus					4		
Muskegon Campus					4		
o Language Association	AAUP	6	1988	1988	4	6	9/19/94
MINNESOTA							
Minnesota Community College System	MCCFA/NEA	2,200	1972	1973	2	18	8/31/93
Anoka-Ramsey Com. Col.					2		
Arrowhead Comm. Col. District							
Austin Comm. Col.					2		
Brainerd Comm. Col.					2		
Clearwater Comm. Col. District						2	
Fergus Falls Comm. Col.					2		
Hibbing Comm. Col.					2		
Inver Hills Comm. Col.					2		
Ithasca Comm. Col.							
Lakewood Comm. Col.					2		
Mesabi Comm. Col.					2		
Minneapolis Comm. Col.					2		
Normandale Comm. Col.					2		
North Hennepin Comm. Col.					2		
Northland Comm. Col.					2		
Rainy River Comm. Col.					2		
Rochester Comm. Col.					2		
Vermilion Comm. Col.					2		
Willmar Comm. Col.					2		
Worthington Comm. Col.					2		

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
MINNESOTA (Cont.)							
Minnesota State University System	IFO[31] (Ind.)	3,000	1975	1976	2/4	8	6/30/93
Bemidji St. Univ.					4		
Mankato St. Univ.					4		
Metropolitan St. Univ.					4		
Moorhead St. University					4		
Msil-Akita, Japan					2		
Saint Cloud St. Univ.					4		
Southwest St. Univ.					4		
Winona St. Univ.					4		
University of Minnesota	NEA	367		1982	2/4	2[32]	6/30/93
Duluth Campus				1980	4		
Waseca Campus[33]				1981	2		
MISSOURI							
*Park College	AFT	44	1976	1977	4	1	5/15/96
St. Charles County Community College	AFT	60	1991		2	1	
St. Louis Community College	NEA	457 ft	1977	1977	2	3	6/30/94
Florissant Valley					2		
Forest Park					2		
Meramec					2		

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
MONTANA							
Dawson Community College	AFT	30 f/pt	1975	1975	2	1	7/1/94
Eastern Montana College	AAUP/MFT	182 f/pt	1978	1976	4	1	6/30/93
Flathead Valley Community College	NEA	34	1979	1981	2	2	6/30/92
Lincoln Campus					2		
Main Campus					2		
o Part-time	AFT	84	1990	1991	2	2	6/30/93
Miles Community College	Ind.	24	1973		2	1	6/30/91
Northern Montana College	AFT (NEA 1975)	75	1979	1976	4	1	6/30/95
University of Montana	AFT	509 f/pt	1978	1979	4	1	6/30/93
Western Montana College	AFT (NEA 1975)	47 ft	1983	1975	4	1	6/30/91
NEBRASKA							
Central Community College	NSEA/NEA	132	1985	1976	2	3	8/14/94
Columbus-Region 1					2		
Grand Island-Region 2					2		

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Central Community College (Cont.)							
Hastings-Region 3					2		
Metropolitan Community College	NEA	159 ft	1974	1974	2	4	6/30/95
Elkhorn Valley Campus					2		
Fort Omaha Campus					2		
Fremont Campus					2		
South Campus					2		
Mid-Plains Community College Area	NEA	75	1976	1976	2	2	1992
McCook Campus					2		
Mid-Plains Campus					2		
Nebraska State Colleges	SCEA/NEA	239	1976	1970	4	3	6/30/95
Chadron St. Col.			1990		4		
Peru St. Col.					4		
Wayne St. Col.					4		
Northeast Community College	NSEA/NEA	87	1990	1975	2	1	6/30/93
Southeast Community College	Ind. (NEA 1975)	236	1979	1975	2	3	6/30/95
Beatrice Campus					2		
Lincoln Campus					2		
Milford Campus					2		

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEBRASKA (Cont.)							
University of Nebraska							
Omaha	AAUP	430	1979	1981	4	1	6/30/95
Kearney[34]	UNKEA/NEA	315	1976	1991	4	1	6/30/95
Univ. of Neb.- Lincoln (Law)	Ind.	25	1976		4	2	
Western Nebraska Community College	NEA	70	1976		2	2	8/31/94
Scottsbluff Campus					2		
Sidney Campus					2		
NEVADA							
Truckee Meadows Com. Col.	NFA/AAUP	103	1992		2	1	
NEW HAMPSHIRE							
*Franklin Pierce College	AFT	114 f/pt	1974	1974	4	1	8/31/94
Keene State College	NEA[35]	157 ft	1977	1979	4	1	6/30/93
*New Hampshire College[35]	NHAPE/ AAUP (Ind. 1984)	123	1991	1984	4	2 (+7 satellites)	6/30/94
Univ. of New Hampshire	AAUP	619	1990	1993	4	1	

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEW JERSEY							
Atlantic Com. College	NJEA/NEA	80	1968	1970	2	1	6/30/96
Bergen Community College	NJEA/NEA	245	1968	1969	2	1	6/30/96
*Bloomfield College	AAUP	50 f/pt	1973	1975	4	1	6/30/93
Brookdale Community College	NJEA/NEA	206	1971	1974	2	1	6/30/95
Burlington County College	NJEA/NEA	80	1970	1971	2	1	6/30/94
Camden County College	NJEA/NEA (NEA 1968, AFT 1972)	96	1980		2	1[37]	6/30/91
County College of Morris	NJEA/NEA (Ind. 1974)	195	1975	1975	2	1	8/28/95
Cumberland County Col.	NJEA/NEA	48	1968	1969	2	1	6/30/94
Essex County College Newark Campus West Caldwell Campus	NJEA/NEA	151	1968	1970	2 2 2	2	8/31/96
Gloucester County College	AFT (NEA 1968)	75 ft	1972	1969	2	1	6/30/95
Hudson County Community College	NJEA/NEA	45	1989	1989	2	1	6/30/91

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEW JERSEY (Cont.)							
Mercer County Community College	NJEA/NEA	121 ft	1970	1971	2	1[38]	6/30/91
Middlesex County College	AFT	205	1968	1968	2	1	6/30/95
*Monmouth College	AAUP (NEA 1971)	127 ft	1978	1971	4	1	6/30/94
New Jersey Institute of Technology	PSA/AAUP (Ind. 1970)	350	1988	1971	4	1	6/30/92
New Jersey State College System	AFT (NEA 1969)	3,024	1972	1970	4	9	6/30/92
Jersey City St. Col.					4		
Kean Col. of New Jersey					4		
Montclair St. Col.					4		
Ramapo Col. of New Jersey					4		
Rowan Col. of New Jersey					4		
Stockton St. Col.					4		
Thomas A. Edison St. Col.					4		
Trenton St. Col.					4		
William Paterson Col. of NJ					4		
o Part-time Faculty	AFT	102	1987		4	9	6/30/92
Ocean County College	NJEA/NEA	128 ft	1968	1968	2	1	8/25/93
Passaic County Community College	NJEA/NEA	62 ft	1972	1972	2	1	8/20/93

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEW JERSEY (Cont.)							
Raritan Valley Community College[39]	AFT (NEA)	100	1973		2	1	6/30/97
*Rider College	AAUP	310 f/pt	1973	1974	4	1	8/31/94
Rutgers, The State University of New Jersey	AAUP	2,552 1,599	1970 (Ta/Ga)	1971	4	3	6/30/92
Camden Campus					4		
New Brunswick Campus					4		
Newark Campus					4		
o Adjunct Faculty	AAUP	450	1988	1991	4	3	1994
Salem Community College	NJEA/NEA	30	1975	1976	2	1	6/30/94
Sussex County Community College	AFT	19 ft	1991		2	1	5/31/92[40]
*Union County College[41]	AAUP	180 ft	1974	1975	2	3	8/31/93
Elizabeth Campus					2		
Main Campus-Cranford					2		
Plainfield Campus					2		
University of Medicine and Dentistry of New Jersey	AAUP	1,082 ft 229 pt	1972	1973	4	5	6/30/92
Grad. School of Biomedical Sciences					4		94A

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Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
University of Medicine and Dentistry of New Jersey (Cont.)							
New Jersey Dental School					4		
New Jersey Medical School					4		
Robert Wood Johnson Medical School[42]					4		
School of Osteopathic Medicine					4		
o School of Health Related Professions	NJEA/NEA	41 ft	1984	1984	4	3	6/30/92
Warren County Com. Col.	NJEA/NEA	12	1992		2	1	
NEW YORK							
*Adelphi University	AAUP	287 ft 381 pt	1972	1973	4	1[43]	8/31/96
Adirondack Community College	NEA (ACCF[44] 1970, AFT 1978)	81	1985	1970	2	1	8/31/92
*Bard College	AAUP	103	1972	1973	4	1	6/30/93
Broome Community College	NYEA/NEA	203 ft 150 pt	1979	1969	2	1	8/31/95
Cayuga County Community College	NYEA/NEA (NEA 1970, ACCF 1972)	72 ft	1978	1970	2	1	8/31/92

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEW YORK (Cont.)							
City University of New York	PSC	8,960 ft 6,000 pt	1969	1969	2/4	18	1/31/96
Baruch College					4		
Bor. of Manhattan Comm. Col.					2		
Bronx Comm. Col.					2		
Brooklyn College					4		
City College					4		
College of Staten Island					4		
Grad. School & Univ. Center					4		
Hostos Comm. Col.					2		
Hunter College					4		
John Jay Col. of Criminal Justice					4		
Kingsborough Comm. Col.					2		
LaGuardia Comm. Col.					2		
Lehman College					4		
Medgar Evers College					2		
New York City Tech. Col.					4		
Queens College					4		
Queensborough Comm. Col.					2		
York College					4		
o Research Foundation	PSC/AFT/ AAUP	59	1969	1974		1	9/30/91
Clinton Com. College	NYEA/NEA (ACCF 1972)	80 ft	1978	1973	2	1	8/31/95
*College of Insurance	AAUP	15	1985	1987	4	1	8/31/93

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEW YORK (Cont.)							
Columbia-Greene Com. College	NYEA/NEA (NYSUT/AFT 1971)	50 ft	1979	1971	2	1	8/31/93
*Cooper Union	NYSUT/AFT	62	1975	1978	4	1	8/31/93
Cornell University ILR							
o Adjunct Faculty	NYSUT/AFT	200	1981	1981	4	3	8/31/92
Long Island Campus					4		
New York City Campus					4		
Westchester/Rockland Campus					4		
*Culinary Institute of America	Ind.	105	1979	1979	2	1	5/31/95
*Dowling College	NYSUT/AFT	93	1978	1979	4	1	8/31/97
Dutchess Community College	NEA (NYSUT/AFT 1968)	200	1987	1969	2	1	8/31/94
o Adjunct Faculty	NEA (NYSUT/AFT 1985)	270	1987	1987	2	1	8/31/96
*D'Youville College	AAUP	82 ft	1976	1977	4	1	8/31/96

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEW YORK (Cont.)							
Erie Community College	Ind.(FFECC) (NEA 1971, ACCF 1972)	510	1978	1967	2	3	8/31/95
City Campus					2		
North Campus					2		
South Campus					2		
Fashion Institute of Technology	NYSUT/AFT[46]	466 ft 253 pt	1967		2/4	1	11/30/91
o Adjunct Faculty	NYSUT/AFT	611	1971				11/30/91
Finger Lakes[47] Community College	NYEA/NEA (ACCF 1974)	171 ft	1978	1975	2	1	8/31/94
Fulton-Montgomery Comm. College	NYEA/NEA (NEA 1969, ACCF 1972)	81 ft	1978	1969	2	1	8/31/93
Genesee Community College	NYEA/NEA (NEA 1970, ACCF 1972)	147 ft	1978	1970	2	1	8/31/96
Herkimer County Com. College	NYSUT/AFT (Ind. 1975)	126	1983	1977	2	1	8/31/93
*Hofstra University	AAUP	455 ft 525 pt	1973	1974	4	1	8/31/96

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEW YORK (Cont.)							
Hudson Valley Community College	Ind.	240 ft	1983	1969	2	1[48]	8/31/95
o Opportunity Center	NYSUT/AFT	26 ft	1976	1976	2	1	8/31/95
Jamestown Community College	NYSUT	137	1992	1970	2	2	8/31/92
Cattaraugus County Campus					2		
Jamestown Campus					2		
Jefferson Com. College	NYEA/NEA	95 ft	1975	1969	2	1	8/31/94
*Long Island University							
Brooklyn Center	NYSUT/AFT (AFT 1970)	200	1976	1972	4	1	8/31/94
o College of Pharmacy	AAUP	30	1978	1979	4	1	10/31/94
C.W. Post Center	NYSUT/AFT	350	1976	1975	4	1	8/31/94
o Adjunct Faculty	CWA (NYEA/NEA 1978)	425	1987	1979	4	1	10/31/96
Southampton Center	NYSUT/AFT (NYSUT 1973)	64	1976	1975	4	1	8/31/94
*Marymount College	AAUP	56	1976	1977	4	1	8/31/95

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEW YORK (Cont.)							
Mohawk Valley Community College	NYSUT/AFT	210 ft	1972	1972	2	2	8/31/95
Rome Campus					2		
Utica Campus					2		
Monroe Community College	NYSUT/AFT	442 ft 264 pt	1969	1969	2	2	8/31/93
Nassau Community College	NYSUT/AFT (Ind., NCCFT)	660	1969	1969	2	1	8/31/95
o Adjunct Faculty	NYSUT/AFT (AFA)	1,719	1974	1974	2	1	9/30/95
*New York Inst. of Tech.	AAUP	311	1970	1971	4	3	8/31/95
Central Islip Campus					4		
New York City Campus					4		
Old Westbury-Main Campus					4		
*New York Univ. Law School	Ind.		1973		4	1	
Niagara County Com. College	NYEA/NEA (ACCF)	225	1978	1969	2	1	8/31/96
*Niagara University	AAUP (Ind.1975)	112	1989	1979	4	1	8/31/95
North Country Community College	NYEA/NEA (NEA 1969, ACCF 1972)	62 ft	1978	1970	2	3	8/31/94

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
North Country Community College (Cont.)							
Malone Campus					2		
Saranac Lake Campus					2		
Ticonderoga Campus					2		
Onondaga Com. College	NYSUT/AFT[49]	199 ft	1967	1968	2	1	8/31/96
Orange County Community College	NYEA/NEA (NEA 1969, ACCF 1972)	140	1978	1969	2	1	8/31/94
*Pratt Institute	NYSUT/AFT (AFT 1971, NYSUT)	120 ft 350 pt	1971	1972	4	2	8/31/92
Brooklyn					4		
Pratt Manhattan Center					4		
Rockland Com. College	NYSUT/AFT NYSUT/AFT	164 350	1969 1993 (adjunct faculty)	1967	2	1	8/31/95
*St. John's University	AAUP/Ind.	615 ft 305 pt	1970	1970	2/4	2	6/30/91
Queens					2/4		
Staten Island					2/4		

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEW YORK (Cont.)							
Schenectady County Community College	NYEA/NEA (NEA 1970, ACCF 1972)	76	1978	1971	2	1	8/31/94
State Univ. of New York	UUP[50]/ NYSUT/ AFT (NYSUT 1971, UUP/AFT 1976)	21,000	1978	1971	2/4	29	6/30/95
College of Technology							
Alfred					2		
Canton					2		
Cobleskill					2		
Delhi					2		
Farmingdale					2		
Morrisville					2		
Col. of Environmental Sci. and Forestry at Syracuse					4		
Inst. of Technology at Utica/Rome					4		
Empire State College					4		
Maritime Col. at Fort Schuyler					4		
State University Colleges							
Brockport					4		
Buffalo					4		
Cortland					4		
Fredonia					4		
Geneseo					4		
New Paltz					4		

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
State University of New York (Cont.)							
Old Westbury					4		
Oneonta					4		
Oswego					4		
Plattsburgh					4		
Potsdam					4		
Purchase					4		
State University of New York							
Albany					4		
Binghamton					4		
Buffalo					4		
Stony Brook					4		
Medical Centers							
Brooklyn Health Sci. Center					4		
Col. of Optometry at New York City					4		
Syracuse Health Sci. Center					4		
Suffolk County Community College	NYSUT/AFT	394 ft 941 pt	1993	1976	2	2	8/31/94
Eastern Campus (Riverhead)					2		
Selden Campus					2		
Western Campus (Brentwood)					2		
Sullivan County Community College	NEA (ACCF 1974)	120	1978	1976	2	2	8/31/94
*Taylor Business Inst.	NYSUT/AFT	20	1969	1970	2	1	6/30/92
Tompkins-Cortland Community College	NYEA/NEA	91	1982	1983	2	1	8/31/95

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEW YORK (Cont.)							
*Trocaire College	Ind.	34 ft 46 pt	1974	1981	2	1	8/15/92
Ulster County Community College	Ind.	77	1989	1970	2	1	8/31/97
U.S. Merchant Marine Academy	AFGE (UFCT, 1968)	91	1978	1968	4	1	6/92
*Utica College of Syracuse University	AAUP	119 ft	1976	1977	4	1	6/30/93
Westchester Com. Col.	NYSUT/AFT	210	1969	1969	2	1	8/31/91
OHIO							
Central Ohio Technical College	AFT	48	1990	1991	2	1	12/31/95
Central State University	AAUP	125	1985	1985	4	1	8/31/91
Cincinnati Technical College	AAUP	131	1989	1990	2	1	8/31/93
Cleveland State University	AAUP	450	1993		4		
Cuyahoga Community College District	AAUP	372 ft	1977	1978	2	3	9/1/95
Eastern Campus					2		
Metropolitan Campus					2		
Western Campus					2		

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
OHIO (Cont.)							
*Dyke College	AFT	18 ft	1975	1976	4	1	8/31/94
Edison State College	NEA	41	1985	1986	2	1	8/19/95
Hocking Technical College	OEA/NEA		1986		2	1	
Jefferson Technical College	OEA/NEA	43	1985	1986	2	1	12/31/94
Kent State University	AAUP[51] (AAUP/NEA 1975)	841 ft	1977	1978	2/4	8	9/16/95
Ashtabula Regional Campus					2		
East Liverpool Regional Campus					2		
Geauga Regional Campus					2		
Main Campus					4		
Salem Regional Campus					2		
Stark County Regional Campus					2		
Trumbull Regional Campus					2		
Tuscarawas Regional Campus					2		
Lakeland Community College	NEA	120 ft	1978	1978	2	1	8/31/95
Northwest Technical College	NEA	47	1975	1973	2	1	8/31/94
Owens Technical College	AFT	119	1989	1989	2	2	2/16/95
Shawnee State University	NEA	117	1975	1976	4	1	8/31/93
Southern State Community College	NEA	40	1985	1986	2	3	8/31/92

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Southern State Community College (Cont.)							
Central Campus					2		
North Campus					2		
South Campus					2		
Terra Technical College	AFT/OFT	49	1991	1986	2	1	8/15/94
University of Cincinnati	AAUP	1,920	1975	1976	2/4	3	8/31/95
Clermont General & Tech. Col.					2		
Main Campus					4		
Raymond Walters Col.					2		
*University of Rio Grande	Ind.	94	1976	1985	2/4	1	Salaries Only 7/93 Tenure-6/30/88
*Wilberforce University	AAUP	49 ft	1979	1979	4	1	5/31/93
Youngstown State University	NEA	443 ft	1972	1973	4	1	9/25/93
OREGON							
Blue Mountain Community College	NEA/OEA	71 ft	1975	1976	2	1	6/30/91
Central Oregon Community College	Ind.[52] (Ind. 1975, NEA 1979)	87 ft 16 pt	1985	1977	2	1	6/30/95

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
OREGON (Cont.)							
Chemeketa Community College	NEA/OEA	225	1974	1974	2	1	6/30/91
o Adjunct Faculty	NEA/OEA	320 pt	1984	1984	2	1	6/30/92
Clackamas Community College	NEA/OEA	152 ft	1975	1973	2	3	6/30/95
o Adjunct Faculty	NEA/OEA	368 pt	1986	1986	2	3	6/30/96
Clatsop Community College	NEA	40 ft	1975	1975	2	1	6/30/95
Lane Community College	NEA/OEA	280 ft	1974	1974	2	1	6/30/96
Linn-Benton Community College	Ind.	156 ft	1974	1974	2	1	6/30/94
Mt. Hood Community College	NEA/OEA (Ind. 1976)	160 ft	1980	1976	2	1	6/30/96
o Part-time Faculty	NEA/OEA	400	1982	1984	2	1	8/30/96
Portland Community College	OFT/AFT	371	1974	1975	2	4[53]	8/31/95
Cascade Campus					2		
Open Campus					2		
Rock Creek Campus					2		
Sylvania Campus					2		
o Part-time Faculty	OFT/AFT	866	1984	1986	2	4	9/14/94
Portland State University	AAUP	625	1978	1979	4	1	6/30/95
o Part-time Faculty	AFT	250	1978	1979	4	1	6/30/95

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
OREGON (Cont.)							
Rogue Community College	NEA/OEA	65 ft	1975	1975	2	1	6/30/95
Southern Oregon State College	Ind.	198 ft	1973	1975	4	1	6/30/91
Southwestern Oregon Community College	AFT	69 ft	1974	1974	2	1	6/30/95
Treasure Valley Community College	NEA/OEA	55	1980	1980	2	1	6/30/95
Western Oregon State College	AFT	180 f/pt	1977	1977	4	1	7/31/95
*Western States Chiropractic College	AFT/OFT	34 ft	1978	1979	4	1	6/30/94
PENNSYLVANIA							
Bucks County Community College	AFT	181	1971	1972	2	1	8/14/92
Butler County Community College	PSEA/NEA	137	1992	1992	2	1	6/30/95
Community College of Allegheny County	AFT	447	1971	1972	2	4	8/22/95
Allegheny Campus (Pittsburgh)					2		
Boyce Campus (Monroeville)					2		
North Campus (Pittsburgh)					2		

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Community College of Allegheny County (Cont.)							
South Campus (West Mifflin)					2		
Community College of Beaver County	PSEA/NEA (AFT 1970)	60 ft	1973	1972	2	1	8/31/95
Community College of Philadelphia	AFT	386 ft	1970	1970	2	1[54]	8/31/95
o Adjunct Faculty	AFT	729 pt	1978	1983	2	1	8/31/95
Delaware County Com. College	PSEA/NEA	100 ft	1974	1975	2	1	8/31/93
*Lackawanna Jr.College	NEA	26 ft	1979	1980	2	1	12/31/93
Lehigh County Community College	NEA	81 ft	1970	1972	2	1	8/31/94
Lincoln University	AAUP	80 ft	1972	1973	4	1	8/31/94
Luzerne County Community College	NEA	109	1971	1971	2	1	8/31/96
Montgomery County Community College	AFT (AAUP 1979)	150 ft	1982	1980	2	1	8/31/94
*Moore College of Art and Design	AFT	37 ft 30 pt	1971	1971	4	1	8/31/95
Northampton Community College	AFT	101	1976	1977	2	1	6/30/95

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
PENNSYLVANIA (Cont.)							
Pennsylvania College of Technology[55]	NEA	215	1971	1972	2/4	2	8/96
Main Campus - Williamsport					2/4		
North Campus - Wellsboro					2/4		
Pennsylvania State System of Higher Education	APSCUF/ AFT[56] (NEA 1971, Ind. 1977, APSCUF/AFT AAUP, 1979)	5,451 f/pt	1971	1971	4	14	6/30/94
Bloomsburg Univ. of Penn.					4		
California Univ. of Penn.					4		
Cheyney Univ. of Penn.					4		
Clarion Univ. of Penn.					4		
East Stroudsburg Univ. of Penn.					4		
Edinboro Univ. of Penn.					4		
Indiana Univ. of Penn.					4		
Kutztown Univ. of Penn.					4		
Lock Haven Univ. of Penn.					4		
Mansfield Univ. of Penn.					4		
Millersville Univ. of Penn.					4		
Shippensburg Univ. of Penn.					4		
Slippery Rock Univ. of Penn.					4		
West Chester Univ. of Penn.							
*Peirce Jr. College	PSEA	22	1992		2	1	
Reading Area Community College	AFT	60	1974	1975	2	1	6/30/93

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
PENNSYLVANIA (Cont.)							
*Robert Morris College	AFT	103 ft	1974	1975	4	2	5/7/96
Moon Township Campus					4		
Pittsburgh Campus					4		
*Spring Garden College	AFT	32 ft	1979	1979	4	1	8/31/90
Temple University	TAUP/AFT	1,133	1990	1973	4	3	10/15/96
Ambler Campus					4		
Philadelphia Campus					4		
Tyler School of Art Campus					4		
Temple University Law School	Ind.	48 ft	1973	1973	4	1 Salaries Only	6/30/95
Thaddeus Stevens State School of Technology	PSEA/NEA	41	1972	1972	2	1	8/15/96
University of Pittsburgh Medical School	Ind.	831 f/pt	1976		4	1	
(See also "No Agent" Listing)							
*University of Scranton	Ind.	249 ft	1974	1974	4	1	8/31/94
Westmoreland County Community College	NEA	103 ft	1972	1972	2	1	6/30/97

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
RHODE ISLAND							
*Bryant College	AFT	134 ft 110 pt	1967	1967	4	1	7/31/95 7/31/95
Community College of Rhode Island	NEA	319.5 f/pt	1972	1972	2	3	6/30/95
Lincoln Campus					2		
Providence Campus					2		
Warwick Campus					2		
Rhode Island College	AFT	375 ft	1972	1972	4	1	6/30/95
*Rhode Island School of Design	NEA	114 ft	1978	1979	4	1	6/30/96
o Adjunct Faculty	NEA	80 pt	1980	1979	4	1	6/30/96
*Roger Williams University	NEA	108 ft 135 pt	1972	1973	4	2	6/30/95
Bristol Campus					4		
Providence Branch					4		
University of Rhode Island	AAUP	695	1971	1972	4	4	6/30/95
C.C.E. Campus					4		
Kingston Campus					4		
Narragansett Bay Campus					4		
W. Alton Jones Campus					4		

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
SOUTH DAKOTA							
South Dakota Board of Regents System	NEA	1,051 ft	1977	1979	4	6	6/30/96
Black Hills St. Univ.					4		
Dakota St. Univ.					4		
Northern St. Univ.					4		
S.D. Sch. of Mines & Tech.					4		
S.D. State University					4		
Univ. of South Dakota					4		
VERMONT							
Vermont State Colleges	AFT	280	1973	1975	2/4	4	8/31/94
Castleton St. Col.					4		
Johnson St. Col.					4		
Lyndon St. Col.					4		
Vermont Tech. Col.					2		
o Adjunct Faculty[56]	AFT	113	1991		2/4	4	
WASHINGTON							
Bates Technical College	AFT	124 ft 196 pt	1981		2	2	8/31/92
Bellevue Community College	NEA	132 ft 350 pt	1972	1972	2	1	8/31/95
Bellingham Technical College	NEA	37 ft 7 pt			2	1	8/31/95

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
WASHINGTON (Cont.)							
Big Bend Community College	Ind. (Ind./NEA 1965, AFT 1975 WEA/NEA 1980)	48	1980	1972	2	1	6/15/94
Centralia College[58]	AFT (NEA 1968)	80 ft 124 pt	1986	1986	2	1[59]	6/30/95
Clark College	WEA/NEA (Ind. 1964)	148 ft 257 pt	1974	1964	2	1	7/31/94
Clover Park Tech. College	AFT	132 ft	1978		2	1	8/31/93
Columbia Basin Community College	WEA/NEA	29 f/pt	1972	1973	2	2	6/30/95
Community Colleges of Spokane[60]	WEA	370 ft 775 pt	1970	1977	2	2	6/30/94
Spokane Comm. Col.					2		
Spokane Falls Comm. Col.					2		
Cornish College of the Arts	AFT	34 ft 92 pt	1981	1982	4	1	8/31/92
Edmonds Community College	AFT (Ind. 1969)	120 ft 300 pt	1975	1976	2	1[61]	6/30/94
Everett Community College	AFT (Ind. 1969)	107 ft 160 pt	1975	1976	2	1	6/30/94

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
WASHINGTON (Cont.)							
Green River Community College	AFT/NEA	103 ft 120 pt	1972	1973	2	1	5/15/90
Highline Community College	NEA	119 ft 250 pt	1965	1969	2	1	8/31/91
Lake Washington Tech. College	AFT	51 ft 107 pt	1978		2	1	8/31/92
Lower Columbia College	Ind. (LCCFAHE) (NEA 1967)	82	1981	1972	2	1	6/30/94
Olympic College	NEA	96 ft 305 pt	1964		2	1	6/30/94
Peninsula College	NEA/WEA	56 ft 65 pt	1967	1980	2	1	6/30/95
Pierce College[62] Fort Steilacoom Campus Puyallup Campus	AFT 1993 (Ind. 1989; SEIU 1981; NEA 1969)	105 ft 300 pt	1993	1969	2	2	3/17/95
Renton Technical College	AFT	71 ft 350 pt	1979		2	1	6/30/94

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
WASHINGTON (Cont.)							
Seattle Community College District VI	AFT	330	1968	1968	2	3	8/31/93
Central Campus					2		
North Campus					2		
South Campus					2		
Shoreline Community College	AFT (NEA 1970)	339 f/pt	1974	1975	2	1	6/30/93
Skagit Valley College	NEA	89 ft 275 pt	1965	1969	2	2	6/30/95
Mount Vernon Campus					2		
Whidbey Campus					2		
South Puget Sound Community College	AFT (NEA 1968)	70 ft 163 pt	1986	1989	2	1	6/30/96
Tacoma Community College	AFT	100 ft 225 pt	1972	1973	2	1	6/30/94
Walla Walla Community College	NEA	105 ft 150 pt	1968	1970	2	3	6/30/95
Clarkston Center					2		
Main Campus					2		
WA St. Penitentiary Campus							

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
WASHINGTON (Cont.)							
Wenatchee Valley College	NEA	63 ft 120 pt	1965	1975	2	2	6/30/95
Wenatchee Campus					2		
North Campus					2		
Whatcom Community College	AFT	125 f/pt	1975	1976	2	1	6/7/95
Yakima Valley Community College	AFT (NEA 1971, AFT 1973)	375 f/pt	1978	1973	2	1	6/30/95
WISCONSIN							
Blackhawk Technical College	AFT/WFT	97	1972	1974	2	1	6/30/95
Chippewa Valley Tech. College[62]	WEA/NEA	210	1985	1969	2	4	6/30/93
Chippewa Falls Campus					2		
Eau Claire Campus					2		
Menomonee Campus					2		
River Falls Campus					2		
Fox Valley Technical College	NEA	270	1968	1969	2	2	6/30/92
Fox Valley Tech. Inst.-Appleton					2		

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Fox Valley Technical College (Cont.)							
Fox Valley Tech. Inst.-Oshkosh					2		
Gateway Technical College	WEA/NEA (AFT 1972)	250	1982	1973	2	4	6/30/95
Gateway Aviation Cntr.-Kenosha					2		
Gateway Tech.-Elkhorn					2		
Gateway Tech.-Kenosha					2		
Gateway Tech.-Racine					2		
Lakeshore Technical College	NEA/LEA	109 ft	1968	1968	2	1	6/30/94
Madison Area Vocational & Technical College	AFT	387	1969	1969	2	7	6/30/93
Mad. Area Tech. Col.-Commercial Ave.							
Mad. Area Tech. Col.-Downtown							
Mad. Area Tech. Col.-Ft. Atkinson					2		
Mad. Area Tech. Col.-Portage					2		
Mad. Area Tech. Col.-Reedsburg						2	
Mad. Area Tech. Col.-Truax				2			
Mad. Area Tech. Col.-Watertown					2		
Mid-State Technical College	NEA	90	1970	1970	2	3	8/21/94
Marshfield					2		
Stevens Point					2		
Wisconsin Rapids					2		

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
WISCONSIN (Cont.)							
Milwaukee Area Technical College	AFT	600 ft	1963	1967	2	4	6/30/95
		1206 pt	1992		2	4	
Milwaukee Campus					2		
North Campus					2		
South Campus					2		
West Campus					2		
Moraine Park Technical College	AFT	138	1969	1969	2	3	6/30/95
Beaver Dam Campus					2		
Fond du Lac Campus					2		
West Bend Campus					2		
North Central Technical College	NEA	138	1969	1969	2	2	6/30/91
Main Campus-Wausau					2		
Satellite-Antigo					2		
Northeast Wisconsin Technical College	NEA (AFT 1967)	210	1972	1972	2	3	8/24/92
Green Bay Campus					2		
Marinette Campus					2		
Sturgeon Bay Campus					2		
*Northland College	Ind.	42 ft	1975	1979	4	1	6/30/90

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
WISCONSIN (Cont.)							
Southwest Wisconsin Technical College	AFT	90 ft 200 pt	1972	1978	2	1	6/30/96
Waukesha County Technical College	NEA	158 ft 46 pt=50% workload 65 pt=50% workload	1967	1967	2	3	7/31/95
Menomonee Falls Campus					2		
Pewaukee (Main Campus)					2		
Waukesha Campus					2		
Western Wisconsin Technical College	AFT (Ind. 1976)	210	1976	1977	2	6	6/30/94
Wisconsin Indianhead VTAE District	AFT	159	1972	1972	2	4	6/30/93
Ashland Campus					2		
New Richmond Campus					2		
Rice Lake Campus					2		
Superior Campus							
GUAM							
University of Guam	GFT	130	1993	1976	4	1	1994

FOOTNOTES

*As long as a certificate of recognition is in effect, the institution is designated as having a bargaining agent, even if no collective bargaining has ever taken place. No distinction is made between agents certified as a result of elections and those voluntarily recognized.

**Three dashes (---) in this column indicate that according to available information, no contract has been signed.

#For purposes of this study, the National Center for Education Statistics' (NCES) definition of a branch campus, along with institutional self-reporting, was used. NCES defines branch campuses as those possessing the following characteristics: a permanent administration, offer programs at least two years in length, located in a community different from parent institutions so as not to be within commuting distance.

*Private institution.

**First contract between parties.

YColleges and universities that have exercised a Yeshiva-like claim.

ft indicates full-time, pt part-time.

1. Sources for this publication include communication with institutions, faculty organizations, The Chronicle of Higher Education, and the Government Employee Relations Report. Data on bargaining unit size, date of first contract and number of campuses have been obtained through institution and agent self reporting.

2. The University of Alaska, a statewide system of higher education, restructured itself from 15 separate accredited institutions (which included all the former community colleges) to four separate accredited institutions. The former community colleges, with the exception of Prince William Sound Community College, became extended colleges of one of the three new University centers.

3. Independent agent. Certification covers professional and non-professional librarians. No collective bargaining activity reported; union in inactive status.

4. Claremont Colleges consist of: Claremont McKenna College, Claremont Univ. Grad. School, Harvey Mudd College, Pitzer College, Pomona College and Scripps College.

5. Formerly Marin Community College.

6. Includes two educational centers.

7. See "No-Agent" listing.

8. Includes five off-campus locations.

9. Includes seven campus centers: Alemany, Chinatown C.C. Center, C.C. Skills Center, Downtown Center, John Adams Community Center, John O'Connell C.C. Center and Mission C.C. Center.

10. Santa Clarita Community College District encompasses the College of the Canyons which was cited in previous Directories.

11. Includes eight outreach centers.

12. Includes three satellite centers.

13. The only organized faculty bargaining unit in the University of California System is at Santa Cruz.

14. The Connecticut Community College System and the Connecticut State Technical Colleges were placed under the jurisdiction of a joint Board of Trustees in 1989. However, the faculty at these institutions continue to bargain in two separate units: the community college faculty remain in their original bargaining unit (CCCC) and the technical faculty in theirs (AFT).

15. Formerly Post College.

16. Members of three Florida unions representing Florida State University System (UFF), several community colleges (UCCFF), and faculty at two private colleges merged their organizations into the United Faculty of Florida, Local 1847 of AFT (1979). In 1982, AFT dechartered UFF; UFF then affiliated with NEA.

17. Rejected decertification/opt out election (Sept. 1981).

18. Rejected decertification attempt (1978).

19. Chicago State, Eastern Illinois, Governors State, Northeastern Illinois, and Western Illinois Universities bargain collectively as one unit.

20. Formerly Thornton Community College.

21. East St. Louis Community College and State Community College merged into State Community College of East St. Louis.

22. The recognized bargaining agent, AAUP/NEA, defeated a decertification attempt by the AFT (1979).

23. Rejected decertification attempt (1978).

24. The Board of Regents of Higher Education is comprised of the Massachusetts Community College System and Massachusetts State Colleges; they bargain as two separate units.

25. The recognized bargaining agent, MTA/NEA, defeated a decertification attempt by the AFT (1983).

26. Rejected decertification attempt (1978).

27. University of Massachusetts-Amherst campus rejected decertification attempt (1980).

28. Legislation enacted in September 1991; former name was University of Lowell.

29. Legislation enacted in September 1991; former name was Southeastern Massachusetts University.

30. Mercy College affiliated with the University of Detroit. A bargaining agent election was held in 1990 for the newly formed unit of 206 faculty. In that election, NEA defeated AAUP and retained bargaining rights.

31. Independent bargaining agent (IFO) voluntarily disaffiliated from NEA in 1990 and now bargains as independent local.

32. The University of Minnesota has four campuses: Twin Cities, Morris, Duluth, (four-year institutions); and Crookston (a two-year institution). Waseca, a fifth campus, was closed effective 6/30/92. Duluth is the only unionized campus.

33. Kearney State College, formerly part of the Nebraska State College System, is now part of the University of Nebraska. For collective bargaining purposes, the faculty unit at Kearney remained intact.

34. Rejected decertification attempt (January 1979).

35. Formerly independent, affiliation vote held in 1991. Faculty select AAUP by a vote of 60-2. AAUP Chapter non-board certified.

36. Includes one campus center.

37. Includes the Kerney Campus Center.

38. Formerly Somerset County College.

39. Existing contract in place prior to election of agent.

40. Union College and Union County Technical Institute merged into Union County College. AAUP, the bargaining agent at Union College, defeated NEA, the bargaining agent at Union County Technical Institute, and won agent status at the newly formed institution. (AAUP-109, NEA-67).

41. Formerly Rutgers Medical School.

42. Includes five extension centers.

43. Associated Community College Faculties ceases to exist as independent union (8/31/78). Individual locals vote to affiliate with either NYSUT/AFT or NYEA/NEA.

44. AAUP affiliated with PSC/AFT (February 1981).

45. Initial faculty agent elected in 1967. Separate staff and adjunct bargaining agents elected in 1971. Three units subsequently combined into one in 1972.

46. Formerly called the Community College of the Finger Lakes.

47. Include the Capital District Educational Campus Center.

48. Adjunct faculty, which previously had been designated as a separate bargaining unit, included with full-time faculty unit (1985).

49. United University Professions defeated challenge to agent status by NYEA (December 1978). The unit includes faculty and non-teaching professionals.

50. Faculty at Kent State University voted to sever ties with NEA, while retaining affiliation with AAUP (1979).

51. Unit voted to disaffiliate with NEA (1985).

52. Includes Ross Island, Open Campus, Southeast and Stadium Campus Centers.

53. Includes thirty-seven sites.

54. Formerly Williamsport Area Community College. This is a two-year college authorized to offer the baccalaureate in certain specialties.

55. APSCUF is the bargaining agent regardless of their affiliation.

56. In 1987, part-time adjunct faculty elected AFT as bargaining agent. Ensuing litigation resulted in new election being ordered. New election held in 1991. AFT certified by VERB.

57. Centralia College and South Puget Sound Community College, which had bargained separately were merged into District XII. In 1988, new legislation was passed separating the district.

58. Includes Garrett Heyns Educational Center.

59. Formerly Washington State Community College District XVII.

60. Edmonds C.C. provides educational services for the State Department of Corrections. The unit does not differentiate among teaching assignments.

61. Formerly Fort Steilacoom Community College.

62. Formerly comprised of two entities -- District I Technical Institute, and Area Vocational Technical & Adult Education District I.

ADJUNCT FACULTY CONTRACTS AND BARGAINING AGENTS IN PUBLIC AND PRIVATE INSTITUTIONS IN THE UNITED STATES

ADJUNCT FACULTY CONTRACTS AND BARGAINING AGENTS IN PUBLIC AND PRIVATE INSTITUTIONS IN THE UNITED STATES

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA							
Coast Community College	CTA/NEA	1,304	1979	1980	2	3	9/1/93
Coastline Comm. Col.						2	
Golden West Comm. Col.						2	
Orange Coast Comm. Col.						2	
Rancho Santiago Community College District[1]	CTA/NEA	21 ft 488 pt	1977		2	2	6/30/95
Santa Rosa Junior College	AFT	86	1989		2	1	
State Center Community College District	AFT	400	1992		2	2	
Fresno City College					2		
Kings River Community College					2		
University of San Francisco	AFT	350	1981	1985	4	1	1/1/94
CONNECTICUT							
Conn. Comm.-Tech. Colleges	AFT	213	1992		2		
Capital Community-Technical College							
Gateway Communty-Technical College							
Naugatuck Valley Comm.-Technical Col.							
Norwalk Community-Technical College							

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Connecticut Comm.-Technical Colleges (Cont.)							
Three Rivers Community-Technical College							
DISTRICT OF COLUMBIA							
*American University	(Ind.)ELIFA	24	1982	1982	4	1	4/30/96
ILLINOIS							
Highland Community College	AFT	3			2	1	8/20/84
Northern Illinois University	AFT	200 temp. fac.	1992		4	1	
Oakton Community College	NEA	118	1985	1987	2	1	8/10/96
MAINE							
University of Maine System	PATFA/AFT	250	1986	1988	4	7	8/31/93
Univ. of Maine					4		
Univ. of Maine-Augusta					4		
Univ. of Maine-Farmington					4		
Univ. of Maine-Fort Kent					4		
Univ. of Maine-Machias					4		
Univ. of Southern Maine					4		

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
MASSACHUSETTS							
*Berklee College of Music	AFT	54	1985	1986	4	1	6/1/92
Massachusetts Community College System[1]	NEA/MTA/ MCCC	1,800	1987	1991	2	15	8/20/93
Berkshire Comm. Col.					2		
Bristol Comm. Col.					2		
Bunker Hill Comm. Col.					2		
Cape Cod Comm. Col.					2		
Greenfield Comm. Col.					2		
Holyoke Comm. Col.					2		
Massachusetts Bay Comm. Col.					2		
Massasoit Comm. Col.					2		
Middlesex Comm. Col.					2		
Mt. Wachusett Comm. Col.					2		
North Shore Comm. Col.					2		
Northern Essex Comm. Col.					2		
Quinsigmond Comm. Col.					2		
Roxbury Comm. Col.					2		
Springfield Tech. Comm. Col.					2		
Massachusetts State Colleges[1]	NEA/MTA	1,050 pt	1987	1989	4	9	8/31/92
Bridgewater St. Col.					4		
Fitchburg St. Col.					4		
Framingham St. Col.					4		
Mass. Col. of Art					4		

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Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
Massachusetts State Colleges (Cont.)							
Mass. Maritime of Academy					4		
North Adams St. Col.					4		
Salem St. Col.					4		
Westfield St. Col.					4		
Worcester St. Col.					4		
University of Massachusetts-Dartmouth	AFT	77	1985	1986	4	1	6/30/93
MICHIGAN							
Northern Michigan University[2]	MEA/NEA	26	1980	1980	2	1	8/25/92
MONTANA							
Flathead Valley Community College	AFT	238	1990	1991	2	2	6/30/93
Lincoln Co. Campus					2		
Main Campus					2		
NEW JERSEY							
New Jersey State College System	AFT	102	1987	---	4	9	6/30/92
Glassboro St. Col.					4		
Jersey City St. Col.					4		

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
New Jersey State College System (Cont.)							
Kean Col. of New Jersey					4		
Montclair St. Col.					4		
Ramapo Col. of New Jersey					4		
Stockton St. Col.					4		
Thomas A. Edison St. Col.					4		
Trenton St. Col.					4		
Wm. Paterson Col. of New Jersey					4		
Rutgers (State University of New Jersey)	AAUP	450	1988	1991	4	3	1994
Camden Campus					4		
New Brunswick Campus					4		
Newark Campus					4		
NEW YORK							
Cornell University, ILR	NYSUT/AFT	200	1981	1981	4	3	8/31/92
Long Island Campus					4		
New York City Campus					4		
Westchester/Rockland Campus					4		
Dutchess Community College	NEA (NYSUT/AFT 1985)	270	1987	1987	2	1	8/31/93
*Long Island University, C.W. Post Center	CWA (NYEA/NEA 1978)	425	1987	1979	4	1	10/31/96

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEW YORK (Cont.)							
Nassau Community College	NYSUT/AFT	1,719 (AFA)	1974	1974	2	1	9/30/95
Rockland Community College	NYSUT/AFT	350	1993		2	1	
OREGON							
Chemeketa Community College	NEA/OEA	320	1984	1984	2	1	6/30/97
Clackamas Community College	NEA/OEA	368	1986	1986	2	3	6/30/96
Mount Hood Community College	NEA/OEA	400	1982	1984	2	1	6/30/91
Portland Community College	OFT/AFT	984	1984	1986	2	4	9/14/94
Open Campus					2		
Cascade Campus					2		
Rock Creek Campus					2		
Sylvania Campus					2		
Portland State University	AFT	250	1978	1979	4	1	6/30/95
PENNSYLVANIA							
Community College of Philadelphia	AFT	729	1978	1983	2	1	8/31/95

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
RHODE ISLAND							
*Rhode Island School of Design	NEA	96	1980		4	1	6/30/93
VERMONT							
Vermont State Colleges	AFT	113	1991	---	2/4	4	
Castleton St Col.					4		
Johnson St. Col.					4		
Lyndon St. Col.					2		
Vermont Tech. Col.							
WISCONSIN							
Milwaukee Area Technical Colleges	AFT	1206	1992				

85

FOOTNOTES

1. Continuing Education Faculty
2. School of Technology & Applied Sciences
3. Total number of adjunct faculty represented for purposes of collective bargaining is 14,129.

GRADUATE AND TEACHING ASSISTANT CONTRACTS AND BARGAINING AGENTS IN PUBLIC AND PRIVATE INSTITUTIONS IN THE UNITED STATES

GRADUATE EMPLOYEE BARGAINING AGENTS IN THE UNITED STATES
1994

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
CALIFORNIA							
University of California/ Berkeley	AGSE, UAW	700	1993		4	1	
FLORIDA							
Florida State University System-Graduate Assistants United	UFF/FTP/ NEA	3,650		1982	4	2	6/30/98
Univ. of Florida		2,852				4	
Univ. of S. Florida		798				4	
MASSACHUSETTS							
University of Massachusetts-Amherst	GEO/UAW	2,000	1990	1991	4	1	1994
MICHIGAN							
University of Michigan	AFT	1,603	1976	1976	4	3	2/1/96
Ann Arbor						4	
Dearborn						4	
Flint						4	

Institution	Bargaining Agent+	Unit Size	Cur.Agent Elected	Initial Contract++	2/4 Yr. College	No. of Campuses#	Contract Expiration
NEW JERSEY							
Rutgers, State University of New Jersey	AAUP	1,599 (TA/GA)	1970	1971	4	3	6/30/92
Camden Campus					4		
New Brunswick Campus					4		
Newark Campus					4		
NEW YORK							
State University of New York	GSEU/CWA	3,900	1992		2/4	29	
OREGON							
University of Oregon	AFT	1,176	1977	1978	4	1	7/31/95
WISCONSIN							
University of Wisconsin-Madison	TAA/AFT	2,400	1987	1988	4	1	6/30/95
University of Wisconsin-Milwaukee	AFT/ MGAA	674	1991	1992	4	1	6/30/95

Total number of graduate student employees represented for purposes of collective bargaining is 21,352.

FACULTY COLLECTIVE BARGAINING AT CANADIAN UNIVERSITIES

FACULTY COLLECTIVE BARGAINING AT CANADIAN UNIVERSITIES*

Institution	Affiliation	Unit Size	Cur. Agent Elected	Intitial Contract	Contract Expiration
ALBERTA **					
Augustana University	CAUT	55			Annual
University of Alberta	CAUT	2,050	1982		Annual
University of Athabasca	CAUT	135	1982		
University of Calgary	CAUT	1,308	1982		Annual
University of Lethbridge	CAUT	279	1982		Annual
MANITOBA					
Brandon University	CAUT	200	1978	1978	3/31/93
Saint-Boniface	ACPPU/MGEA	46	1983	1977	3/31/94
University of Manitoba	CAUT	1,169	1974	1975	3/31/93
University of Winnipeg	CAUT	265	1981	1982	3/31/93
NEW BRUNSWICK					
Université de Moncton	ACPPU	326	1976	1977	6/30/95
Mount Allison University	CAUT	100	1982	1984	6/30/95
St. Thomas University	CAUT	77	1976	1977	6/30/94

Institution	Affiliation	Unit Size	Cur. Agent Elected	Intitial Contract	Contract Expiration
NEW BRUNSWICK (Cont.)					
Saint-Louis Maillet	ACPPU	51	1972	1972	8/31/92
Shippagan	ACPPU	29	1978	1978	6/30/95
University of New Brunswick	CAUT	611	1979	1980	6/30/95
NEW FOUNDLAND					
Memorial University	CAUT	881	1988	1988	3/31/95
NOVA SCOTIA					
Acadia University	CAUT	219	1976	1977	6/30/94
Dalhousie University	CAUT	729	1978	1978	6/30/93
Mount St. Vincent University	CAUT	160	1989	1989	3/31/93
Nova Scotia College of Art and Design	CAUT	60	1985	1985	6/30/92
St. Francis Xavier University	CAUT	141		---	1991

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Institution	Affiliation	Unit Size	Cur. Agent Elected	Intitial Contract	Contract Expiration
NOVA SCOTIA (Cont.)					
Saint Mary's University	CAUT	214	1974	1974	8/31/91
Technical University of Nova Scotia	CAUT	97	1980	1980	6/30/92
Université Sainte-Anne	ACPPU	38	1982	1980	6/30/89
University College of Cape Breton	CAUT	112	1975	1976	6/30/91
ONTARIO					
Algoma University College	CAUT	32	1976	1980	6/30/92
Algonquin Community College	OPSEU	725	1971	1971	8/31/94
Brock University	CAUT	272			6/30/97
Cambrian Community College	OPSEU	410	1971	1971	8/31/94
Canadore Community College	OPSEU	225	1971	1971	8/31/94
Carleton University	CAUT	733	1975	1975	4/30/94
Centennial Community College	OPSEU	500	1971	1971	8/31/94

Institution	Affiliation	Unit Size	Cur. Agent Elected	Intitial Contract	Contract Expiration
ONTARIO					
Conestoga Community College	OPSEU	300	1971	1971	8/31/94
Confederation Community College	OPSEU	240	1971	1971	8/31/94
Durham Community College	OPSEU	250	1971	1971	8/31/94
Fanshawe Community College	OPSEU	640	1971	1971	8/31/94
George Brown Community College	OPSEU	750	1971	1971	8/31/94
Georgian Community College	OPSEU	330	1971	1971	8/31/94
Hearst University	ACPPU	16	1982	1983	6/30/95
Humber Community College	OPSEU	765	1971	1971	8/31/94
King's College	CAUT	60	1973	1973	Annual
La Cité Collégiale	OPSEU	180	1989		8/31/94
Lakehead University	CAUT	314	1979	1981	6/30/93
Lambton Community College	OPSEU	160	1971	1971	8/31/94
Laurentian University	CAUT	333	1979	1980	6/30/95

Institution	Affiliation	Unit Size	Cur. Agent Elected	Intitial Contract	Contract Expiration
ONTARIO (Cont.)					
Loyalist Community College	OPSEU	215	1971	1971	8/31/94
Mohawk Community College	OPSEU	625	1971	1971	8/31/94
Niagara Community College	OPSEU	290	1971	1971	8/31/94
Northern Community College	OPSEU	170	1971	1971	8/31/94
Ontario Institute for Studies in Education	CAUT	138	1977	1977	6/30/95
Ryerson Polytechnical Institute	CAUT	570	1964	1966	6/30/91
St. Clair Community College	OPSEU	370	1971	1971	8/31/94
St. Lawrence Community College	OPSEU	375	1971	1971	8/31/94
Sault Community College	OPSEU	220	1971	1971	8/31/94
Seneca Community College	OPSEU	725	1971	1971	8/31/94
Sheridan Community College	OPSEU	500	1971	1971	8/31/94
Sir Sandford Fleming Community College	OPSEU	325	1971	1971	8/31/94
Trent University	CAUT	215	1980	1981	6/30/93

Institution	Affiliation	Unit Size	Cur. Agent Elected	Intitial Contract	Contract Expiration
ONTARIO (Cont.)					
University of Ottawa	CAUT	949	1975	1976	4/30/93
University of Windsor	CAUT	741	1977	1976	6/30/93
Wilfred Laurier University	CAUT	289	1988	1988	6/30/93
York University	CAUT	1,067	1977	1976	4/30/92
QUÉBEC					
Bishop's University	FQPPU/CAUT	121	1976	1976	12/31/92
Concordia University	FQPPU/CAUT	803	1981	1981	11/30/95
Institut Armand Frappier	FQPPU	38	1979	1980	6/11/95
Institut National de la Recherche Scientifique	FQPPU	85	1973	1973	11/30/94
Université Laval	FQPPU/ACPPU	1,330	1975	1977	3/11/96
Université de Montréal	FQPPU	1,280	1975	1975	N/A
Université du Québec à Chicoutimi	FQPPU	229	1979	1979	2/28/95
Université du Québec à Hull	FQPPU	151	1980	1980	2/28/95

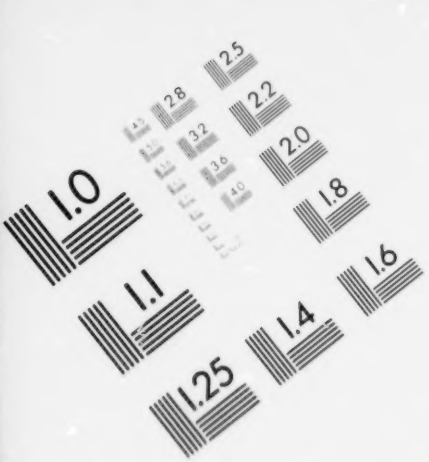
Institution	Affiliation	Unit Size	Cur. Agent Elected	Intitial Contract	Contract Expiration
QUEBÉC (Cont.)					
Université du Québec à Montréal	FQPPU/CSN	994	1971	1971	2/28/95
Université du Québec en AbitibiTémiscamingue	FQPPU	69	1982	1982	2/28/93
Université du Québec à Rimouski	FQPPU	166	1973	1973	2/28/95
Université de Québec à Trois-Rivieres	FQPPU	345	1971	1971	3/6/95
Université de Sherbrooke	FQPPU	401	1974	1976	11/30/93
Ecole de technologie supérieur	FQPPU	71	1984		5/3/95
Téle-Université	FQPPU	35	1981		9/9/95
McGill University	FQPPU	756	N/A	N/A	N/A
Faculté de médecine de l'Université de Sherbrooke	FQPPU	221	1973	1978	5/31/95
Faculté des Sciences appliquées de l'Université de Sherbrooke	FQPPU	60	1970		11/30/93
SASKATCHEWAN					
St.Thomas More College	CAUT	46	1977	1977	6/30/90

Institution	Affiliation	Unit Size	Cur. Agent Elected	Intitial Contract	Contract Expiration
SASKATCHEWAN (Cont.)					
University of Regina	CAUT	777	1977	1977	6/30/93
University of Saskatchewan	CAUT	944	1977	1977	6/30/92

TOTAL FACULTY MEMBERS COVERED BY COLLECTIVE BARGAINING IN ALL CANADIAN COLLEGES AND UNIVERSITIES (INCLUDING SPECIAL PLAN BARGAINING)

38,125

100



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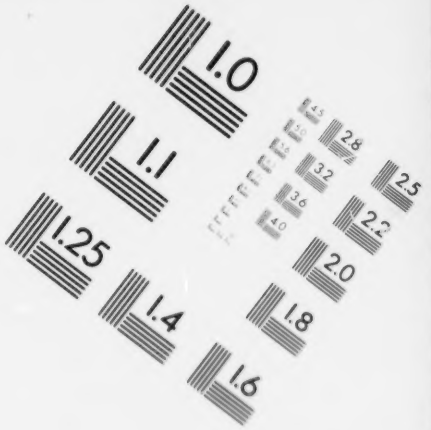

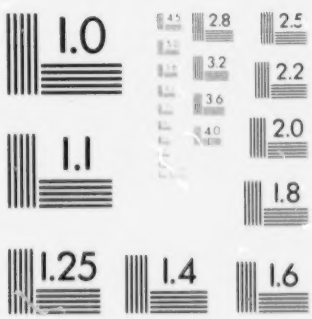

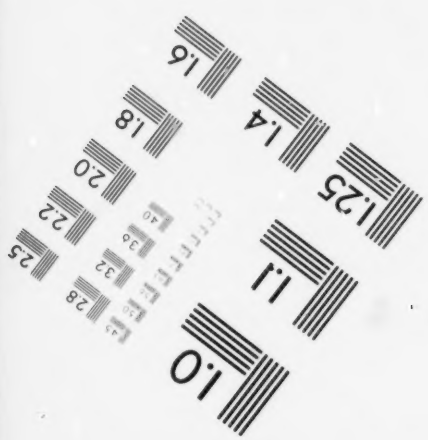

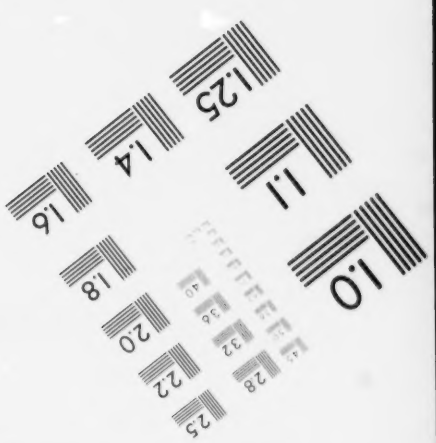

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SPECIAL PLAN BARGAINING: CANADIAN UNIVERSITIES ***

Institution	Affiliation	Bargaining Unit Size	Provisions
BRITISH COLUMBIA			
British Columbia	CAUT	1,720	Annual monetary negotiations culminating in interest arbitration (conventional) pursuant to a "Framework Agreement" for bargaining; provides as well for the negotiation of subsidiary agreements on "Conditions of Appointment."
Simon Fraser	CAUT	606	Some terms and conditions negotiable, others may not be unilaterally altered. Annual monetary negotiations culminating in interest arbitration (conventional).
ONTARIO			
Toronto	CAUT	1,775	Special Plan addresses many terms and conditions of employment; annual salary and benefit negotiations culminating in arbitration.
Guelph	CAUT	556	Comprehensive agreement on terms and conditions of employment; annual salary and benefit negotiations culminating in mediation.
PRINCE EDWARD ISLAND			
Prince Edward Island	CAUT	175	Annual monetary negotiations culminating in interest arbitration (Final Offer Selection) pursuant to framework document; other terms and conditions not part of Special Plan Bargaining arrangement.

ENDNOTES

* The statisitical information for the Canadian section of the Directory has been provided by the Canadian Association of University Teachers (CAUT), Ottawa, by the Fédération Québecoise des Professeures et Professeurs d'Université (FQPPU), Montréal, and by the Ontario Public Service Employees Union.

The following Canadian organizations are listed in this Directory.

1. Canadian Association of University Teachers/Association Canadienne des Professeures et Professeurs d'Université.

2. Fédération Québecoise des Professeures et Professeurs d'université.

3. Centrale de l'Enseignement du Québec.

4. Confédération des Syndicats Nationaux.

5. Ontario Public Service Employees Union.

According to information supplied by CAUT, all collective agreements are extended for a period of two years by the Act Respecting Compensation Restraint in the Public Sector.

** Statutory recognition in 1982.

*** Faculty association and Board of Governors engage in bargaining outside the scope of labor relations legislation.

SUMMARY OF ELECTIONS, UNITED STATES
JANUARY 1 - DECEMBER 31, 1993

SUMMARY OF ELECTIONS-1993

A. AGENTS ELECTED

Institution	State	Unit Size	Vote	Agent Elected	2/4 Year College
Cleveland State Univ.	OH	450	AAUP 243 N-Agt. 146	AAUP	4
Elgin Comm. College	IL	23	AFT 13 N-Agt. 0	AFT	2
Rockland Community College (adjuncts)	NY	350	AFT 217 N-Agt. 11	AFT	4

B. CHANGE IN AGENT STATUS

Institution	State	Unit Size	Vote	New Agent	Former Agent	2/4 Year College
Yuba Coll.	CA	111 ft 285 pt	64 yes 14 no (internal affiliation vote)	AAUP	Ind.	2

C. CHALLENGE TO AGENT STATUS

Institution	State	Unit Size	Vote	Challenging Agent	2/4 Year College
Santa Rosa Comm. Coll. (full and part time faculty)	CA	1090	AFT 274 N-Agt. 12 Ind. 590	AFT	2

D. AGENTS DECERTIFIED

No reported faculty agent decertifications during 1993.

E. NO-AGENT VOTES

Institution	State	Unit Size	Vote	Agent(s) Defeated	2/4 Year College
Lorain Co. Comm. Coll.	OH	110	AFT 47 N-Agt. 59	AFT	2
Michigan Tech. College	MI	206	AFT 50 NEA 26 N-Agt. 107	AFT, NEA	4
Northern Illinois Univ. (full time faculty)	IL	847	AFT 245 N-Agt. 522	AFT	4

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F. FIRST CONTRACTS SIGNED

No reported first contracts.

STATISTICAL ANALYSIS

"HOW WE COUNT"

We continue to receive queries as to the methods we employ to "count". Set forth below are several explanations as to our "counting" process which, we hope, will be of value to the reader.

INSTITUTIONS: Institutions are identified as colleges and universities that may be autonomous entities having a single campus (University of Montana), or as multi-campus systems (California State University) which bargain collectively as one. Each institution is represented by a single agent and is counted as one agent and/or one contract. The current volume of the Directory shows 489 agents in institutions involved in faculty collective bargaining. However, this figure embraces 1,057 campuses. In the example of SUNY, although there are 29 campuses, for the purposes of the Directory this is tabulated as one institution, one agent and 29 campuses.

CAMPUSES: To present another demographic perspective, we also have included a campus "count". A campus, as defined by the National Center for Education Statistics, has a permanent administration, offers programs at least two years in length, and is located in a community different from parent institutions so as not to be within commuting distance. Using SUNY once again, the 29 campuses include the State University Colleges at Buffalo, New Paltz and Potsdam, etc. All are covered by a single agreement. Our own college, Baruch, is one of the 18 campuses included in CUNY and, while reflected in the campus count, is subsumed under CUNY in the institution count.

TWO YEAR/FOUR YEAR: Those institutions that contain two- and four-year colleges within the same system, such as CUNY, are recorded as four-year institutions. However, the two-year components are tabulated as such under the campus count. For example, Queensborough Community College is shown as a unionized two-year campus, but its collective bargaining agreement status is tabulated as one of the 18 campuses under one institution, CUNY.

"WHO WE COUNT"

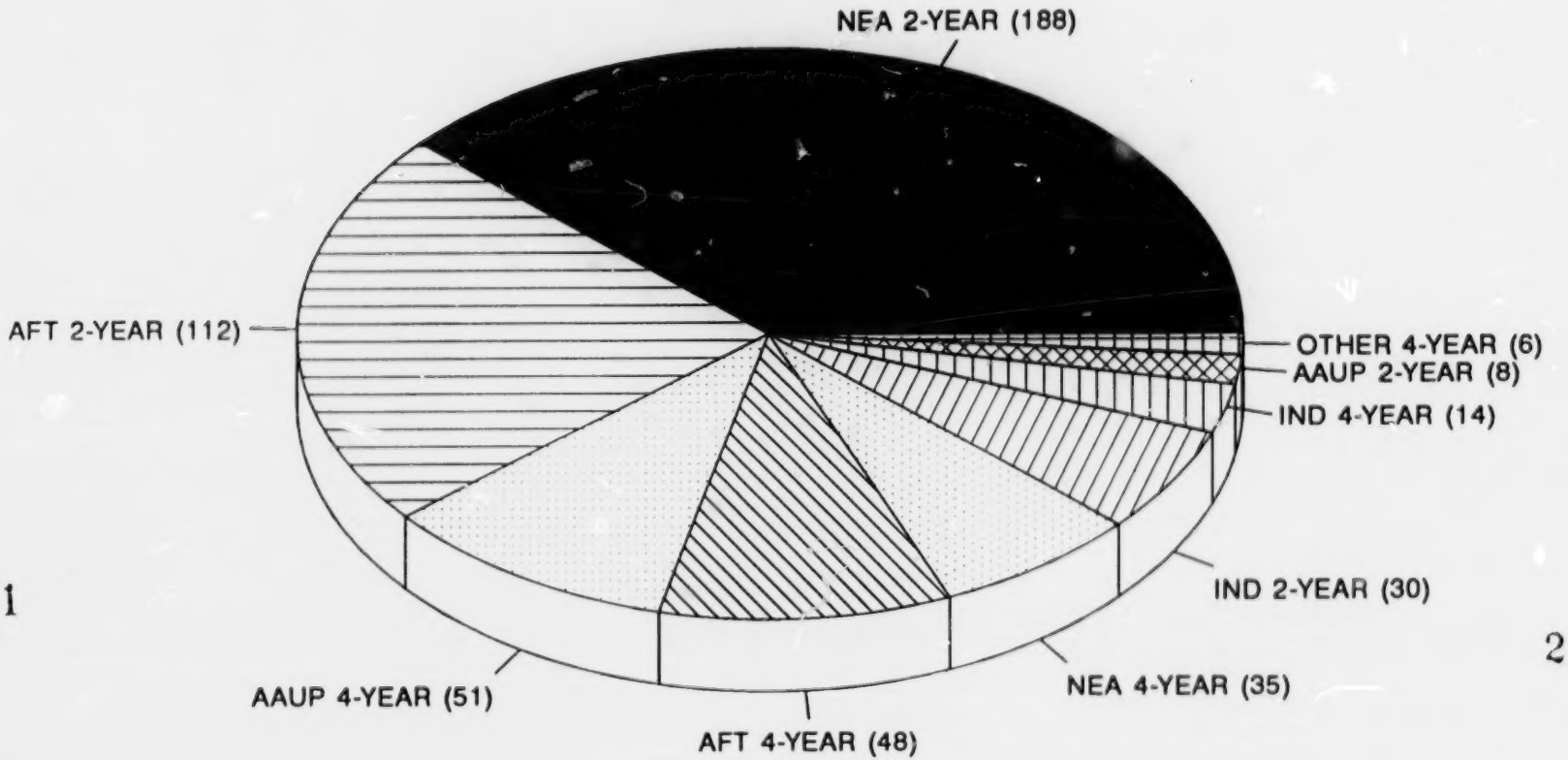
This Directory includes full- and part-time faculty, administrators, chairpersons, and other professional staff bargaining units. Professional staff is defined, but not limited to, librarians, counselors, computer specialists, registrars and related titles. It should be noted that at some institutions, librarians and counselors have faculty status, while at others, they are considered administrators. Excluded from the Directory are academic support staff (non-professional) and health care support staff. We acknowledge the existence of some overlap between groups and will make efforts to refine them in future volumes.

We have included a separate listing of graduate student unions, but we have not included those numbers in our statistics.

TABLE ONE
RECOGNIZED FACULTY BARGAINING AGENTS--PUBLIC AND PRIVATE
1994

UNION	PUBLIC 4-YEAR	PUBLIC 2-YEAR	TOTAL PUBLIC	PRIVATE 4-YEAR	PRIVATE 2-YEAR	TOTAL PRIVATE	TOTAL 4-YEAR	TOTAL 2-YEAR	GRAND TOTALS
AAUP	28	6	34	19	1	20	47	7	54
AFT	26	107	133	20	3	23	46	110	156
NEA	24	183	207	10	4	14	34	187	221
IND	6	28	34	7	2	9	13	30	43
AAUP/ AFT	2	1	3	0	0	0	2	1	3
AFT/NEA	0	1	1	0	0	0	0	1	1
AAUP/ NEA	1	0	1	0	0	0	1	0	1
AFT/IND	0	0	0	0	0	0	0	0	0
AAUP/ IND	0	0	0	0	1	1	1	0	1
NEA/IND	0	0	0	0	0	0	0	0	0
AFGE	2	0	2	0	0	0	2	0	2
AFSCME	1	0	1	0	0	0	1	0	1
OTHERS	1	3	4	2	0	2	3	3	6
TOTALS	91	329	420	59	10	69	150	339	489

TABLE TWO
FACULTY BARGAINING AGENTS IN TWO- AND FOUR-YEAR INSTITUTIONS, 1994



Dual Affiliations Credited To Both Unions

TABLE THREE
FACULTY COLLECTIVE BARGAINING AGREEMENTS
1994

A. PUBLIC INSTITUTIONS

4/2 YEAR	AAUP	AFT	NEA	IND	AAUP/ AFT	AFT/ NEA	AAUP/ NEA	AFT/ IND	AAUP/ IND	NEA/ IND	AFGE	AFSCME	OTHER	TOTAL
4	24	24	23	4	2	0	1	0	0	0	2	1	1	82
2	5	101	181	28	1	1	0	0	0	0	0	1	3	320
TOTAL	29	125	204	32	3	1	1	0	0	0	2	2	4	402

B. PRIVATE INSTITUTIONS

4/2 YEAR	AAUP	AFT	NEA	IND	AAUP/ AFT	AFT/ NEA	AAUP/ NEA	AFT/ IND	AAUP/ IND	NEA/ IND	AFGE	AFSCME	OTHER	TOTAL
4	18	20	10	6	0	0	0	0	1	0	0	0	1	56
2	1	3	3	2	0	0	0	0	0	0	0	0	0	9
TOTAL	19	23	13	8	0	0	0	0	1	0	0	0	1	65

C. SUMMARY OF FACULTY COLLECTIVE BARGAINING AGREEMENTS

4/2 YEAR	AAUP	AFT	NEA	IND	AAUP/ AFT	AFT/ NEA	AAUP/ NEA	AFT/ IND	AAUP/ IND	NEA/ IND	AFGE	AFSCME	OTHER	TOTAL
4	42	44	33	10	2	0	1	0	1	0	2	1	2	138
2	6	104	184	30	1	1	0	0	0	0	0	1	1	329
TOTAL	48	148	217	40	3	1	1	0	1	0	2	2	5	N=467

TABLE FOUR
ANALYSIS OF COLLECTIVE BARGAINING AGENTS AND COLLECTIVE BARGAINING AGREEMENTS
1994

A. RECOGNIZED AGENTS

4/2 YEAR	AAUP	AFT	NEA	IND	AAUP/ AFT	AFT/ NEA	AAUP/ NEA	AFT/ IND	AAUP/ IND	NEA/ IND	AFGE	AFSCME	OTHER	TOTAL
4	47	46	34	13	2	0	1	0	1	0	2	1	3	150
2	7	110	187	30	1	1	0	0	0	0	0	1	3	339
TOTAL	54	156	221	43	3	1	1	0	1	0	2	2	6	N=489

B.COLLECTIVE BARGAINING AGREEMENTS

4/2 YEAR	AAUP	AFT	NEA	IND	AAUP/ AFT	AFT/ NEA	AAUP/ NEA	AFT/ IND	AAUP/ IND	NEA/ IND	AFGE	AFSCME	OTHER	TOTAL
4	42	44	33	10	2	0	1	0	1	0	2	1	2	138
2	6	104	184	30	1	1	0	0	0	0	0	1	3	329
TOTAL	48	148	217	40	3	1	1	0	1	0	2	2	5	N=467

C. BARGAINING UNITS WITHOUT AGREEMENTS

4/2 YEAR	AAUP	AFT	NEA	IND	AAUP/ AFT	AFT/ NEA	AAUP/ NEA	AFT/ IND	AAUP/ IND	NEA/ IND	AFGE	AFSCME	OTHER	TOTAL
4	5	2	1	3	0	0	0	0	0	0	0	0	1	12
2	1	6	3	0	0	0	0	0	0	0	0	0	0	10
TOTAL	6	8	4	3	0	0	0	0	0	0	0	0	1	N=22

TABLE FIVE
FACULTY BARGAINING AGENTS AND COLLECTIVE BARGAINING AGREEMENTS, 1974-1993

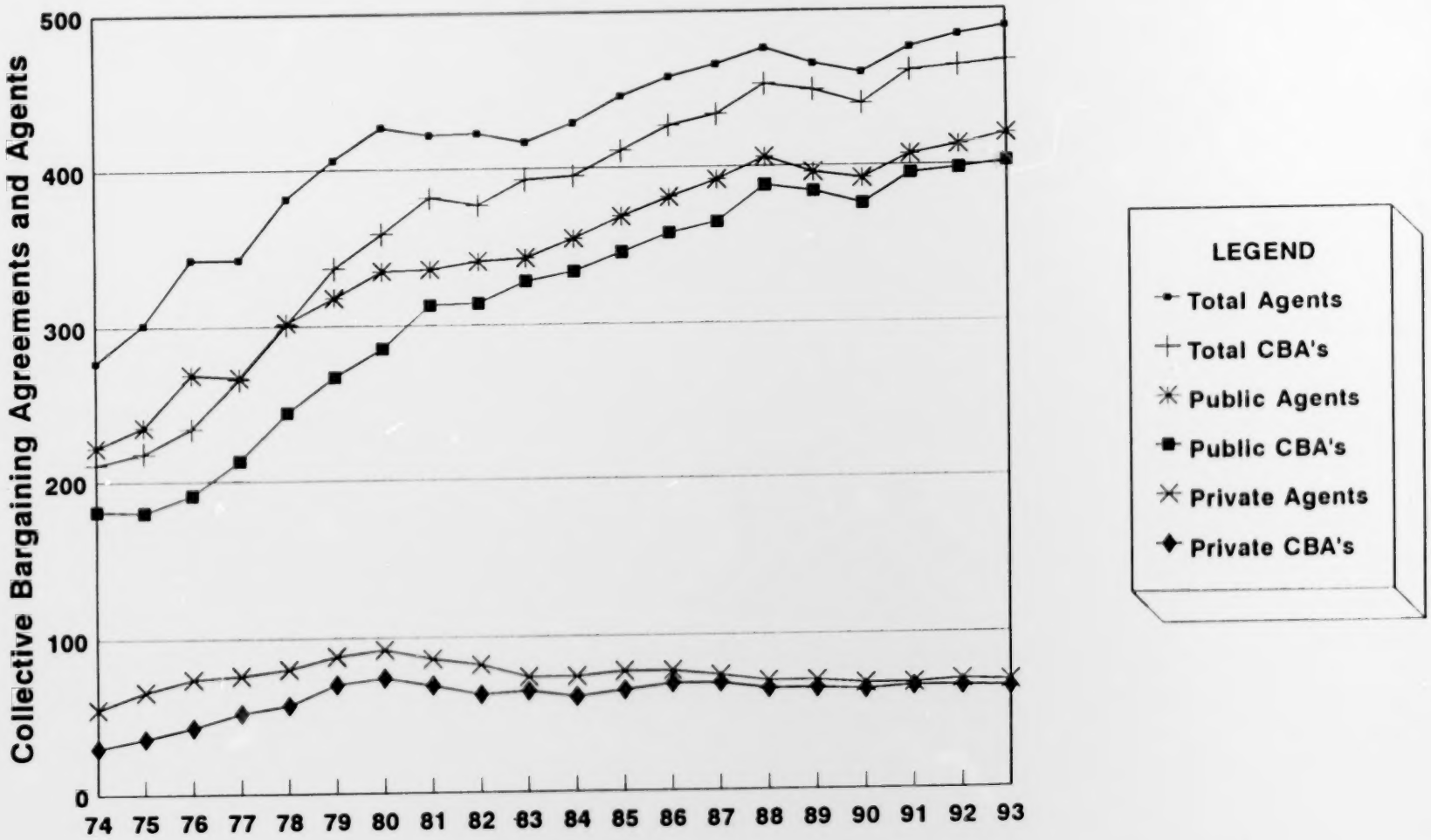


TABLE SIX

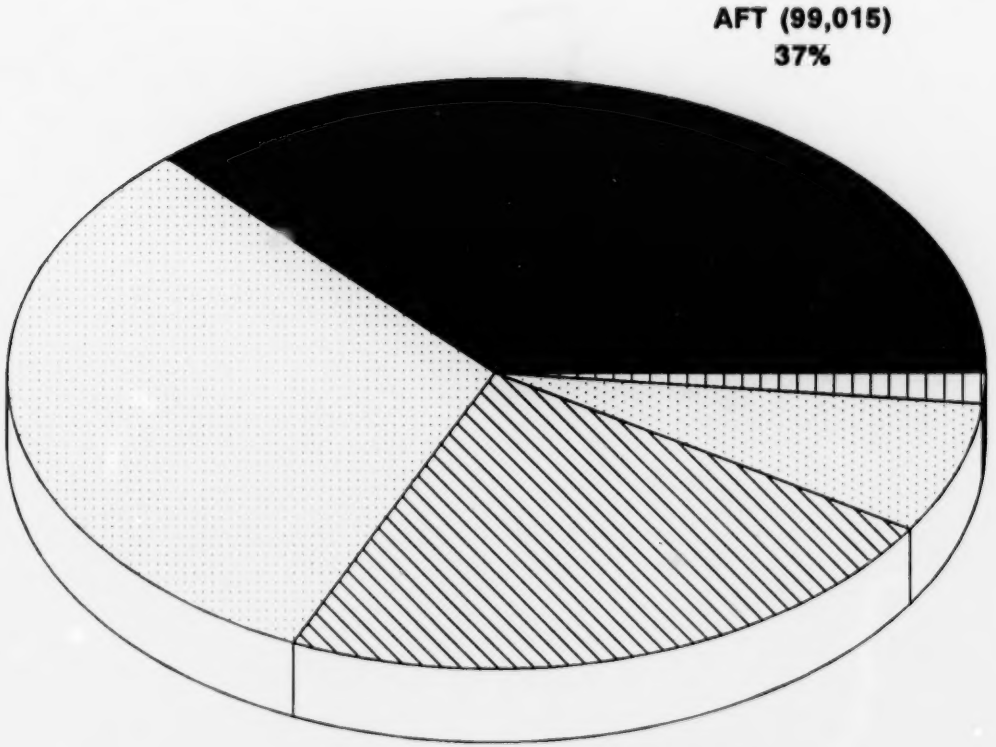
FACULTY BARGAINING AGENTS AND COLLECTIVE BARGAINING AGREEMENTS IN TWO- AND FOUR-YEAR INSTITUTIONS, 1974-1993

	4 YEAR CBAs	4 YEAR AGENTS	2-YEAR CBAs	2-YEAR AGENTS	TOTAL CBAs	TOTAL AGENTS
1974	66	97	145	180	211	277
1975	68	111	150	190	218	301
1976	76	125	158	218	234	343
1977	90	119	176	224	266	343
1978	93	131	208	251	301	382
1979	118	145	219	261	337	406
1980	123	151	236	276	359	427
1981	114	138	268	284	382	422
1982	109	137	268	286	377	423
1983	118	134	275	283	393	417
1984	117	138	278	291	395	429
1985	125	143	286	303	411	446
1986	135	151	292	307	427	458
1987	139	151	295	315	434	466
1988	140	154	313	322	453	476
1989	134	146	315	320	449	466
1990	129	143	311	317	440	460
1991	133	142	328	334	461	476
1992	137	147	327	336	464	483
1993	138	150	329	339	467	489

TABLE SEVEN
FACULTY REPRESENTED BY CERTIFIED BARGAINING AGENTS
1994

UNION	PUBLIC 4-YEAR	PUBLIC 2-YEAR	TOTAL PUBLIC	PRIVATE 4-YEAR	PRIVATE 2-YEAR	TOTAL PRIVATE	TOTAL 4-YEAR	TOTAL 2-YEAR	GRAND TOTALS
AAUP	21,872	1,559	23,431	3,370	180	3,550	25,242	1,739	26,981
AFT	39,673	40,776	80,449	3,104	77	3,181	42,777	40,853	83,630
NEA	23,079	42,089	65,168	1,033	125	1,158	24,112	42,214	66,326
IND	5,095	12,744	17,839	479	185	664	5,574	12,929	18,503
AAUP/ AFT	15,019	125	15,144	0	0	0	15,019	125	15,144
AFT/ NEA	0	223	223	0	0	0	0	223	223
AAUP/ NEA	18,400	0	18,400	0	0	0	18,400	0	18,400
AFT/IND	0	0	0	0	0	0	0	0	0
AAUP/ IND	0	0	0	920	0	920	920	0	920
NEA/IND	0	0	0	0	0	0	0	0	0
AFGE	126	0	126	0	0	0	126	0	126
AFSCME	341	0	341	0	0	0	341	0	341
OTHERS	50	3,501	3,551	425	0	425	475	3,501	3,976
TOTALS	123,656	101,017	224,672	9,331	567	9,898	132,986	101,584	234,570

TABLE EIGHT
FACULTY REPRESENTED BY CERTIFIED BARGAINING AGENTS, 1994



Dual Affiliation Membership Status Credited to Both Organizations

TABLE NINE
CAMPUSES REPRESENTED BY RECOGNIZED FACULTY BARGAINING AGENTS - PUBLIC AND PRIVATE, 1994

A. PUBLIC INSTITUTIONS

4/2 YEAR	AAUP	AFT	NEA	IND	AAUP/ AFT	AFT/ NEA	AAUP/ NEA	AFT/ IND	AAUP/ IND	NEA/ IND	AFGE	AFSCME	OTHER	TOTAL
4	73	122	75	16	20	0	20	0	0	0	2	4	1	332
2	12	203	364	43	3	1	0	0	0	0	0	0	13	639
TOTAL	85	325	439	59	22	1	20	0	0	0	2	4	14	971

B. PRIVATE INSTITUTIONS

4/2 YEAR	AAUP	AFT	NEA	IND	AAUP/ AFT	AFT/ NEA	AAUP/ NEA	AFT/ IND	AAUP/ IND	NEA/ IND	AFGE	AFSCME	OTHER	TOTAL
4	22	23	11	7	0	0	0	0	2	0	0	0	7	72
2	3	4	5	2	0	0	0	0	0	0	0	0	0	14
TOTAL	25	26	16	9	0	0	0	0	2	0	0	0	7	86

C. SUMMARY

4/2 YEAR	AAUP	AFT	NEA	IND	AAUP/ AFT	AFT/ NEA	AAUP/ NEA	AFT/ IND	AAUP/ IND	NEA/ IND	AFGE	AFSCME	OTHER	TOTAL
4	95	145	86	23	19	0	20	0	2	0	2	4	8	404
2	15	207	369	45	3	1	0	0	0	0	0	0	13	653
TOTAL	101	352	455	77	22	1	20	0	2	0	2	4	21	N=1,057

TABLE TEN
GEOGRAPHIC DISTRIBUTION OF UNIONIZED FACULTY
1994

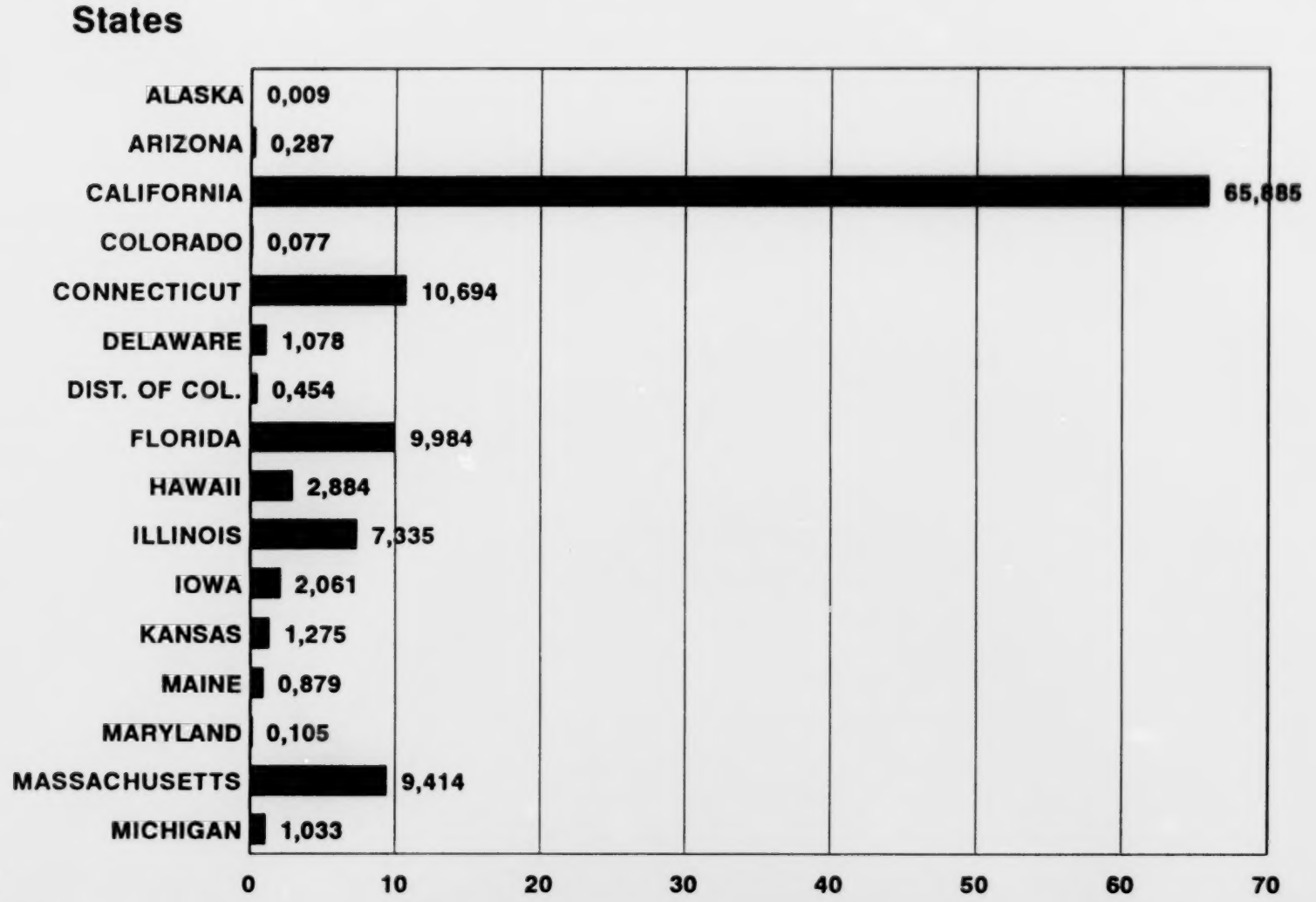


TABLE TEN (CONT.)
GEOGRAPHIC DISTRIBUTION UNIONIZED FACULTY
1994

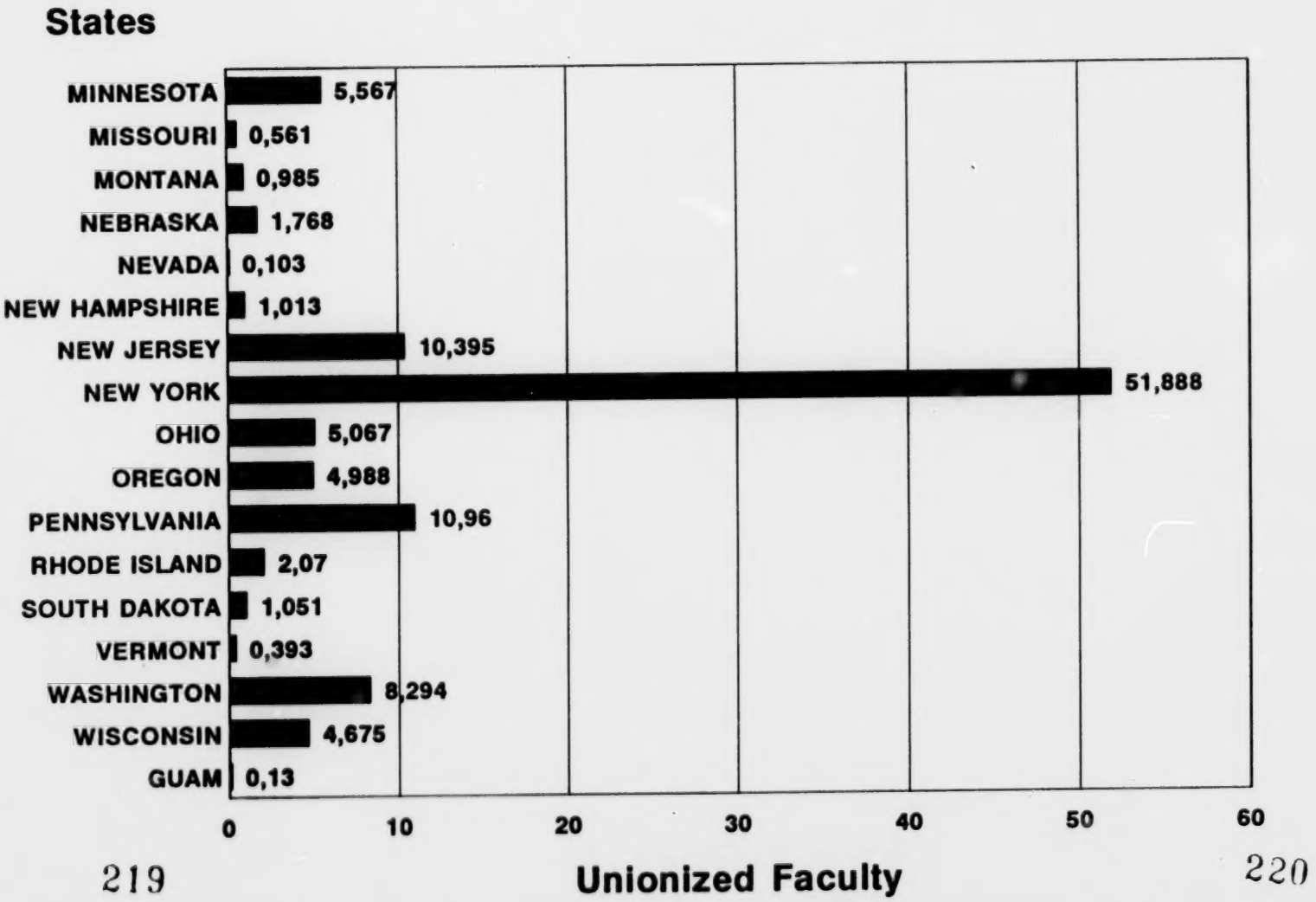


TABLE ELEVEN

GEOGRAPHIC DISTRIBUTION OF BARGAINING AGENTS AND COLLECTIVE BARGAINING AGREEMENTS (CBA) IN TWO- AND FOUR-YEAR INSTITUTIONS 1994

State	4-Year Agents/CBA		2-Year Agents/CBA		Total Agents/CBA	
Alaska	0	0	1	1	1	1
Arizona	0	0	1	1	1	1
California	10	9	70	67	80	76
Colorado	1	1	0	0	1	1
Connecticut	9	9	5	4	14	13
Delaware	2	2	0	0	2	2
District of Columbia	2	2	0	0	2	2
Florida	3	2	8	8	11	10
Hawaii	1	1	0	0	1	1
Illinois	2	1	40	39	42	40
Iowa	1	1	12	12	13	13
Kansas	1	1	14	14	15	15
Maine	3	3	1	1	4	4
Maryland	1	0	2	2	3	2
Massachusetts	11	10	4	4	15	14
Michigan	16	15	25	25	41	40
Minnesota	2	2	1	1	3	3
Missouri	1	1	2	2	3	3
Montana	4	4	4	4	8	8
Nebraska	4	3	6	6	10	9
Nevada	0	0	1	0	1	0
New Hampshire	4	3	0	0	4	3
New Jersey	10	10	19	18	29	28
New York	26	25	35	34	61	59
Ohio	9	8	11	11	20	19
Oregon	5	5	16	16	21	21
Pennsylvania	10	9	16	15	26	24
Rhode Island	6	6	1	1	7	7
South Dakota	1	1	0	0	1	1
Vermont	2	1	0	0	2	1
Washington	1	1	28	28	29	29
Wisconsin	1	1	16	15	17	16
Guam	1	1	0	0	1	1
TOTAL	150	138	339	329	489	467

TABLE TWELVE
SUMMARY OF DECERTIFICATIONS[1]

Year	Institution	State	2/4	Unit Size	Agent	Year Agent Elected
1976	*New England College	NH	4		AFT	
1977	*Jamestown College	ND	4		NEA	
1980	Delaware Technical & CC	DE	2	230	NEA	1974
1980(Y)[2]	*Catholic Univ. of America Law School	DC	Grad.	22	Ind.	1977
1980(Y)	*Yeshiva University	NY	4	200	Ind.	1976
1981(W)	*Goddard College	VT	4	10	AFT	1975
1981(Y)(W)[3]	*Mount Vernon College	DC	4	25	AAUP	1977
1981(Y)	*Salem College	WV	4	64	NEA	1979
1981(W)	Southwestern Mich. Coll.	MI	2	35	NEA	1969
1981(Y)	*Univ. of Albuquerque	NM	4		AFT	1982
1982(Y)(W)	*Ashland College	OH	4	82	AAUP	1972
1982(Y)(W)	*Curry College	MA	4	95	AAUP	1979
1982(Y)(W)	*Daemen College	NY	4	80	AAUP	1979
1982(Y)(W)	*Drury College	MO	4	60	AAUP	1979
1982(Y)	*College of Osteopathic Medicine & Surgery	IA	4	65	AFT	1975
1982(Y)	*Ithaca College	NY	4		AFT	1978
1982(Y)	*Stevens Insitute of Tech.	NJ	4	109	AAUP	1976
1982(Y)	*Thiel College	PA	4	63	AAUP	
1982(Y)	*Wagner College	NY	4	105	AFT	1979
1983(Y)	*Ohio Northern University	OH	4	145	NEA	1979
1983(Y)	*Seton Hall University	NJ	4	350	AFT	1982
1983(Y)	*Stephens College	MO	4	120	AFT	1979
1983(Y)	*University of New Haven	CT	4	130	AFT	1979
1984(Y)	*Boston University	MA	4	860	AAUP	1975
1984(Y)	*Polytechnic Institute of NY	NY	4	220	AAUP	1971
1985(Y)	*Lewis University	IL	4	97	Ind.	1975
1985(W)	*Cottey College	MO	2	30	AFT	1976
1987	*U. of Dubuque Seminary	IA	2	13	NEA	1973
1987(Y)	*Curry College	MA	4	89	AAUP	1979
1987(Y)	*Fairleigh Dickinson Univ.	NJ	2/4	495	AAUP	1974
1987(W)	Rutgers Univ.(Part-time)	NJ	4	80	Ind.	1978
1987	Lansing C.C.(Admin.Assn)	MI	2	60	Ind.	1977
1988(Y)	*Univ. of Dubuque	IA	4	60	NEA	1973
1989	Florida Memorial College	FL	4	40	UFF/NEA	1976
1989(Y)(W)	*Marymount University	VA	4	51	AAUP	1989

[1] For purposes of this listing, decertifications are defined as those instances in which a bargaining agent election is lost by the certified agent to "No-Agent" or when the NLRB or appropriate state agency determines that the certified agent is no longer "representative". Those instances in which the certified agent was challenged by a competing organization and subsequently lost its certificate are not considered technical decertifications and are listed under "Change in Agent Status".

[2] Y - Results of Yeshiva litigation.

[3] W - Union voluntarily withdrew its certification.

TABLE THIRTEEN

ROSTER OF INSTITUTIONS AFFECTED BY THE YESHIVA DECISION

Institution	State	Unit Size	Agent/Status	Year Agent Elected
Adrian College	MI	56	NEA-NM[1]	'75
American International College	MA	--	AAUP-M[1]	--
American Univ. Eng. Lang. Institute	DC	37	ELIFA-NM	'82
Ashland College	OH	82	AAUP-D,W[1]	'72
Boston University	MA	860	AAUP-D,M	'75
Bradford College	MA	29	IBT-NM,NA[1]	'82
Catholic U. of America Law School	DC	22	IND-D,M	'77
College of Osteopathic Medicine	IA	65	AFT-D,M	'76
College of Saint Rose	NY	--	NEA-M	--
College of Saint Theresa	MN	--	IND-W	--
Cooper Union	NY	55	AFT-NM	'74
Curry College	MA	95	AAUP-D,W	'79
Daemen College	NY	80	AAUP-D,W	'79
Dean Academy and Jr. College	MA	--	AFT-M	--
Drury College	MO	60	AAUP-D,W	'79
Duquesne Univ. Law School	PA	26	IND-M	--
Fairleigh Dickinson Univ.	NJ	495	AAUP-D,M	'74
Florida Memorial College	FL	40	UFF/NEA-NM	'79
Ithaca College	NY	--	NYSUT/AFT-D,M	'78
Kendall School of Design	MI	50	NEA-NM	'74
Lewis & Clark College	OR	75	AAUP-NM,AP[1]	'79
Lewis University	IL	97	IND-D,M	'75
Livingstone College	NC	77	AFT-M	--
Long Island Univ.-Brooklyn	NY	250	AFT-W	'76
Long Island Univ.-C.W. Post	NY	350	AFT-W	'76
Long Island Univ.-Coll. of Pharmacy	NY	25	AAUP-W	'78
Long Island Univ.-Southampton	NY	72	AFT-W	'76
Loretto Heights College	CO	100	NEA-NM-Closed '88	'72
Marymount University	VA	51	NEA-NM,AAUP-W '89	'75
Milton College	WI	35	AFT-Closed '82	'79
Montefiore Hosp./Med. Ctr.	NY	--	NYSFPD-NA,W	--
Mount Allison University	CAN	122	CAUT-NM	'82
Mount Vernon College	DC	25	AAUP-DW	'77
Nasson College	ME	30	AFT-Closed '82	'77
New York Medical College	NY	--	AFT-NM,NA	--
Ohio Northern University	OH	145	NEA-D,M	'79
Parsons School of Design	NY	--	AFT-NM,NA	--
Polytechnic Inst. of NY	NY	220	AAUP-D,M	'71

Institution	State	Unit Size	Agent/Status	Year Agent Elected
ROSTER OF INSTITUTIONS (Cont'd.)				
Pratt Institute	NY	470	AFT-NM	'71
Puerto Rico Jr. College	PR	--	IND-NM	'75
Rio Grande College	OH	76	IND-W	'76
Saint Joseph College	ME	27	NEA-NM,AP	--
Salem College	WV	64	NEA,D,M	'79
Seattle University	WA	--	AAUP-W	--
Seton Hall University	NJ	350	AFT-D,M	'82
Simon's Rock of Bard College	MA	27	AAUP-W	'80
Southern Oregon State College	OR	193	IND-NM	'73
Stephens College	MO	120	AFT-D,M	'79
Stephens Inst./Acad. of Art Coll.	CA	--	IND-NM	'76
Stevens Inst. of Technology	NJ	109	AAUP-D,M	'76
St. Thomas University	FL	43	UFF/NEA-NM,NA	'90
Thiel College	PA	63	AAUP-D,M	--
University of Alaska	AK	--	NEA[2]	'82
Univ. of Albuquerque	NM	92	AFT-D,M	--
Univ. Central De Bayamon	PR	--	UPU-NM	--
Univ. of Dubuque	IA	46	NEA-D,M	'73
Univ. of New Haven	CT	130	AFT-D,M	'76
Univ. of Pittsburgh	PA	1250	AAUP/AFT-M,AP	--
Villanova University	PA	--	AAUP-W	--
Wagner College	NY	105	AFT-D,M	'79
Wichita State Univ.	KS	--	KEA[3]	--
Wilberforce University	OH	49	AAUP-NM	'79
Wordsworth Academy	PA	--	AFT-NM	--
Yeshiva University	NY	200	IND-D,M	'76

1. AP = Appeal Pending
   D = Decertified
   M = Managerial
   NA = "No-Agent" Elected
   NM = Nonmanagerial
   W = Agent Withdrew, Voluntary Resolution

2. Public sector claim. ALRA held Yeshiva not applicable to the University of Alaska and further "...that if the faculty were to be considered managers... they would be entitled to a manager's unit or similarly designated unit." See Case no. UA-80-2 (1981).

3. Public sector claim. Kansas PERB held Yeshiva not applicable and found faculty at Wichita State University nonmanagerial. PERB ordered the designation of an appropriate bargaining unit as recommended by the hearing officer. See Case no. 75-UD-01-1980 (Kansas PERB (1981)).

TABLE FOURTEEN

COLLEGE CLOSINGS[1]

Institution	State	Agent	Unit Size	2/4 Year	Closing Date
*Antioch School of Law[2]	DC	AFT	16	3	1988
*Central YMCA C. C.	IL	AFT	80	2	1983
*Colorado Women's College	CO	AAUP	42	4	1982
*Detroit Inst. of Tech.	MI	NEA	34	4	1981
*Loretto Heights Coll.	CO	NEA	80	4	1988
*Milton College	WI	AFT	35	4	1982
*Nasson College	ME	AFT	30	4	1983
*Nat'l College of Bus.[3]	SD	NEA	40	4	1990
*Shaw College at Detroit[4]	MI	NEA	37	4	1983
Springfield Campus - Univ. of South Dakota	SD	NEA	--	4	1984
Waseca Campus University of Minnesota	MN	NEA[5]	2		1992

[1] Institution previously cited in the Directory as having negotiated collective bargaining agreement.

[2] Antioch School of Law was subsumed by University of the District of Columbia Law School.

[3] Institution sold, currently known as National College. Collective bargaining agreement no longer in effect.

[4] U.S. Bankruptcy Court judge orders permanent closing of institution. (March 1984)

[5] The NEA is still the bargaining agent for the University of Minnesota.

TABLE FIFTEEN

STATUS OF PUBLIC SECTOR COLLECTIVE BARGAINING LEGISLATION[1]

STATE	Date of Legislation or Amendment
Alabama	1973 (meet and confer)
Alaska	1972
Arizona	Governing Boards[2]
California	1975 (2 yr.); 1978 (4yr.)
Connecticut	1975
Delaware	1970
District of Columbia	1978[3]
Florida	1974
Hawaii	1970 (amend. 1975)
Illinois	1983
Indiana	1990 (Executive Order)
Iowa	1974
Kansas	1970 (2 yr.)(amend. 1974)
Maine	1974 (2 yr. voc. tech.)(amend. 1975); 1975 (all other)
Maryland	Governing Boards
Massachusetts	1974
Michigan	1973 (amend. 1976)
Minnesota	1971 (amend. 1976, 1980)
Missouri	1967
Montana	1973 (amend. 1975)
Nebraska	1972
Nevada	Governing Boards
New Hampshire	1975
New Jersey	1974 (amend.)
New Mexico	1992 (legislation), 1973 (Executive Order)
New York	1967
Ohio	1983
Oregon	1963 (2 yr.)(amend. 1975)
Pennsylvania	1970
Rhode Island	1958 (amend. 1973)
South Dakota	1969 (amend. 1974)
Vermont	1972 (amend. 1975)
Washington	1973 (2 yr.); 1987 (2 yr.)[4]
Wisconsin	1966 (2 yr.)(amend. 1974); 1985 (T.A.'s)

[1] Public Institutions only.In the absence of enabling legislation, the parties are free to voluntarily negotiate a collective bargaining agreement; however, they do so without the protection of a statute. Authority to engage in collective bargaining in private institutions has existed since 1970 under the National Labor Relations Act, P.L. 198, 74th Congress, (1935).

[2] No state enabling legislation. Governing Boards enacted policy enabling faculty collective bargaining.

[3] Prior to 1978, Governing Boards policy permitted collective bargaining.

[4] The 1973 legislation was a "meet and confer" ruling. The 1987 bill authorizes collective bargaining.

TABLE SIXTEEN

MERGED BARGAINING AGENTS

Institution	State	Bargaining Agent	4/2 Year	Unit Size
Cal. State University	California	AAUP/NEA	4 year	18,400
CT Comm/Tech Colleges (adm. only)	Connecticut	AFSCME/ CCCC	2 year	379 ft 449 pt
CT Comm/Tech College Sys (comm. coll. faculty only)	Connecticut	CCCC/SEIU	2 year	560 ft 1,691 pt
Belleville Area College	Illinois	AAUP/AFT	2 year	125
CUNY	New York	AAUP/AFT	4 year	8,960 ft 6,000 pt
CUNY Research Foundation	New York	AAUP/AFT	4 year	59
*St. John's University	New York	AAUP/IND	4 year	615 ft 305 pt
Green River Comm. College	Washington	AFT/NEA	2 year	103 ft 120 pt

TABLE SEVENTEEN

OTHER NATIONAL UNIONS REPRESENTING FACULTY

National unions which represent faculty for purposes of collective bargaining other than the AAUP, AFT, and NEA

Institution	State	Bargaining Agent	4/2 Year	Unit Size
Butte College	California	CWA	2 year	525 pt
*Claremont	California	OPEIU	4 year	
CT Comm/Tech Colleges (adm.	Connecticut only)	AFSCME/ CCCC	2 year	379 ft 449 pt
CT Comm/Tech College Sys (comm. coll.	Connecticut faculty only)	CCCC/SEIU	2 year	560 ft 1,691 pt
CT State U. (adm. only)	Connecticut	AFSCME	4 year	341
U.S. Coast Guard Academy	Connecticut	AFGE	4 year	35
Maine Maritime Academy	Maine	MSEA	4 year	50
*Long Island University	New York	CWA	4 year	425 pt
U.S. Merchant Marine Academy	New York	AFGE	4 year	91

TABLE EIGHTEEN

BARGAINING AGENTS CITED IN THIS DIRECTORY

AAUP	American Association of University Professors
ACA	Association of College Administrators
ACCF	Associated Community College Faculties
ACE	Association of Certified Educators
ACPU	Association Canadienne des Professeurs d'Université
AEA	Arizona Education Association
AFA	Adjunct Faculty Association
AFGE	American Federation of Government Employees
AFSCME	American Federation of State, County and Municipal Employees
AFT	American Federation of Teachers
AGSE, UAW	Association of Graduate Student Employees, United Auto Workers, Local 2165, University of California/Berkeley
APA	Association of Professional Administrators
APSCUF	Association of Pennsylvania State College and University Faculties
CAUT	Canadian Association of University Teachers
CCCC	Congress of Connecticut Community Colleges
CCCEA	Central Community College Education Association
CCCTU	Cook County College Teachers Union
CEQ	Centrale de l'Enseignement du Québec
CFA	California Faculty Association
CFT	California Federation of Teachers
CNA	California Nurses Association
CSEA	California State Employees Association
CSN	Confédération des Syndicats Nationaux
CTA	California Teachers Association
CWA	Communication Workers of America
ECCFF	Edison Community College Faculty Federation
ELIFA	English Language Institute Faculty Association
FAC	Florida Academic Congress
FAPUQ	Fédération des Associations des Professeurs des Universités du Québec
FQPPU	Fédération Québecoise des Professeuses et Professeurs d'Université
FSCAPE	Fort Scott College Association of Professional Employees
FTP	Florida Teaching Profession
FUSA	Faculty United Service Association
GEO, UAW	Graduate Employees Organization, United Autoworkers Union, AFL-CIO
GFT	Guam Federation of Teachers
GSEU	Graduate Student Employees Union
IBT	International Brotherhood of Teamsters
IEA	Illinois Education Association
IFO	Inter-Faculty Organization
IFT	Illinois Federation of Teachers
IND	Independent
KEA	Kansas Education Association

LCCFAHE	Lower Columbia College Faculty Association of Higher Education
MCCC	Massachusetts Community College Council
MCCFA	Minnesota Community College Faculty Association
MEA	Michigan Education Association
MEA	Minnesota Education Association
MFT	Michigan Federation of Teachers
MGEA	Manitoba Government Employees Association
MSEA	Maine State Employees Association
MSP	Massachusetts Society of Professors
MTA	Maine Teachers Association
MTA	Massachusetts Teachers Association
NCCFT	Nassau Community College Federation of Teachers
NEA	National Education Association
NJEA	New Jersey Education Association
NSEA	Nebraska State Education Association
NYEA	New York Educator's Association
NYS Fed. Phy. Dent.	New York State Federation of Physicians and Dentists
NYSUT	New York State United Teachers
OEA	Ohio Education Association
OEA	Oregon Education Association
OFT	Oregon Federation of Teachers
OPAP	Organization of Professional Administration Personnel
OPEIU	Office of Professional Employees International Union
OPSEU	Ontario Public Service Employees Union
PAE	Parkland Association of Educators
PaFT	Pennsylvania Federation of Teachers
PCCEA	Pima Community College Education Association
PCFA	Post College Faculty Association
PSC	Professional Staff Congress
PSEA	Pennsylvania State Education Association
SCEA	State Colleges Education Association (Nebraska)
SCFA	Santa Cruz Faculty Association
SEIU	Service Employees' International Union
SFAIFU	San Francisco Art Institute Faculty Union
SPSE	Society of Professional Scientists and Engineers
SRFBC	Simon's Rock Faculty Bargaining Council
TAA	Teaching Assistants Association
TAUP	Temple Association of University Professors
UAPD	Union of American Physicians and Dentists
UCCFF	United Community College Faculty of Florida
UEA	University Education Association
UFF	United Faculty of Florida
UFL	University Federation of Librarians
UHPA	United Hawaii Professional Assembly
UPC	United Professors of California
UPI	University Professionals of Illinois
UPU	Union De Profesores Universitaros
UUP	United University Professions
WEA	Washington Education Association
WEA	Wisconsin Education Association
WFT	Wisconsin Federation of Teachers

YCFA	Yuba College Faculty Association
1199	National Union of Hospital and Health Care Employees, AFL-CIO

"NO-AGENT" VOTES

1971-1993

"NO-AGENT" VOTES
1971 - 1993

State	Institution	Agent Defeated	Year	2/4
ALASKA	University of Alaska	NEA	1982	4
CALIFORNIA	*California Institute of Arts	AFT	1975-	4
	Coachella Valley Comm. College	CTA/NEA	1978, 1979	2
	College of the Desert**			2
	Imperial Valley College**	CTA/NEA	1980	2
	Mendocino College	Ind.	1988	2
	No. Orange Co. Comm. College**	CTA/NEA	1978	2
	Pasadena City College**	CTA/NEA	1977	2
	Univ. of Calif.-Berkeley	AAUP	1980	4
	-Professional Scientist & Engineers of the Lawrence Livermore National Labs.	SPSE/CSEA	1983	4
	-Researchers	AFT	1986	4
	-UCLA	Ind.	1981	4
	*Univ. of San Francisco College of Professional Studies	AFT	1983	4
COLORADO	Univ. of Colorado**	AAUP/AFT	1975-	4
	-Boulder		1980	4
CONNECTICUT	Connecticut Technical College (Part-time Faculty)	AFT	1988	2
	*Wesleyan University	AAUP	1979	4
DISTRICT OF COLUMBIA	*Catholic Univ. of America Law School	Ind.	1979	4

State	Institution	Agent Defeated	Year	2/4
"NO-AGENT" VOTES (Cont.)				
FLORIDA	Central Florida Comm. Coll.	NEA	1977	2
		UFF/NEA	1988	2
	Florida Junior College	AFT	1975	2
	Florida Keys Comm. Coll.	Ind.	1989	2
	*Jacksonville University	AAUP	1975-	4
	Miami Dade Junior Coll.	AFT	1975	2
		AFT	1984	2
	Okaloosa-Walton Junior Coll.	NEA	1975	2
	Pensacola Junior College (Full- & Part-time)	UFF/AFT	1979	2
	Polk Community College	UFF/NEA	1989	2
	Santa Fe Comm. College	NEA	1976	2
	St. Petersburg Junior Coll.	NEA	1977	2
	St. Thomas Univ.	NEA	1990	2
	Univ. of Florida-Gainesville**		1980	4
	Univ. of Florida Institute of Food & Agric. Science	Ind.	1976	4
	*Univ. of Miami-Coral Gables	AAUP	1974	4
ILLINOIS	*College of St. Francis	AFT	1975-	4
	Illinois State Univ.	AAUP,AFT,NEA	1986, 1990	4
	Northern Ill. University	AAUP,UPI	1986	4
		AFT	1993	4
	Southern Ill. Univ.-Carbondale	NEA,AFT/AAUP	1988	4
	Southern Ill. Univ.-Carbondale (Admin. Professional Staff)	NEA,AFT	1988	4
	Southern Ill. Univ.-Edwardsville	NEA,AFT/AAUP	1988, 1991	4
	Southern Ill. Univ.-Edwardsville (Dental School)	NEA,AFT/AAUP	1988	4
	Wm. Rainey Harper College**	NEA,AFT	1976	2
INDIANA	*Butler University	NEA	1977	4
	*University of Evansville	NEA	1979	4

State	Institution	Agent Defeated	Year	2/4
"NO-AGENT" VOTES (Cont.)				
KANSAS	University of Kansas	NEA,AAUP	1987	4
MAINE	Maine Maritime Academy	AFT	1985	4
	*Ricker College	AFT	1975-	4
MASSACHUSETTS	*Anna Maria College	AAUP	1978	4
	*Bradford College	IBT	1982	2
	*Curry College**	AFT	1975	4
	*Dean Junior College	AFT	1975-	2
	Holyoke Community College** (subsequently affiliated with NEA under statewide system)	NEA	1971	2
	*Lasell Junior College	AFT	1976	2
	Mass. Maritime Academy	AFT,NEA	1975	4
	*Merrimack College	NEA	1976	4
	*New England Conservatory of Music	AAUP	1975	4
	*Northeastern University	AAUP,NEA	1975	4
	Quinsigamond Comm. College**	AFT	1975-	2
	Springfield Tech. Community College**	AFT	1975-	2
MICHIGAN	*Albion College	AAUP,NEA	1975-	4
	American Inst. of Technology	AAUP	1980	4
	Grand Valley State Colleges	NEA	1974	4
		NEA	1977	4
		NEA	1980	4
		NEA	1982	4
		NEA	1988	4
	*Lawrence Inst. of Technology	AAUP	1975-	4
	Michigan State University	AAUP,NEA	1972	4
		AAUP,NEA	1978	4
		AAUP,NEA	1982	4

State	Institution	Agent Defeated	Year	2/4
"NO-AGENT" VOTES (Cont.)				
MICHIGAN (Cont.)				
	Michigan Tech. College	AFT, NEA	1993	4
	Northern Michigan Univ.**	NEA	1975	4
	*University of Detroit**	AAUP	1975-	4
		NEA	1975-	4
MINNESOTA	*Hamline University	AAUP	1975	4
	*Saint Theresa's College	AAUP	1980	4
	University of Minnesota			
	-Faculty**	AAUP	1978	4
	-Law School (Duluth & Twin Cities Campus)		1980	4
	-Health Science (Duluth & Twin Cities Campus)		1980	4
	-Crookston Campus-Faculty		1980	4
	-Minneapolis-St. Paul	NEA,AAUP	1981	4
	-Teaching Assistants	AFT	1975	4
MISSOURI	*Cottey College	AFT	1985	4
	*Stephens College**	AFT,AAUP	1978	4
MONTANA	Montana State University	AAUP	1978	4
		AFT	1989	4
	University of Montana**	AAUP,AFT	1975	4
NEBRASKA	Univ. of Nebraska College of Dentistry	Ind.	1975	4
	Univ. of Nebraska-Lincoln	AAUP	1976	4
NEW HAMPSHIRE	*Nathaniel Hawthorne College	AFT	1975	4
	Univ. System of New Hampshire			
	-Durham Campus	AAUP,NEA	1977	4
	-Plymouth Campus	AAUP,NEA	1977	4

State	Institution	Agent Defeated	Year	2/4
"NO-AGENT" VOTES (Cont.)				
NEW JERSEY	*Centenary Coll. for Women	AAUP	1977	4
	Somerset Co. Coll.-Adjunct Unit	AFT	1982	2
NEW YORK	Corning Comm. College	AFT	1976	2
	*Fordham University	AAUP	1975-	4
		AAUP	1975-	4
	*Ithaca College**	AAUP,AFT	1975-	4
	*Manhattan College	AAUP	1971	4
	*Montefiore Medical Center	NYS Fed Phy/Dent	1982	4
	*New York Medical College	NYS Fed Phy/Dent	1982	4
	*New York University	AAUP,AFT	1975-	4
		AFT	1975-	4
	*Pace University	AFT	1975	4
		AAUP	1978	4
	*Parson's School of Design	AFT	1987	4
	*Paul Smith College	AFT	1985	2
	*Rensselaer Polytechnic Inst.	AAUP	1975	4
	*Rosary Hill College	NEA	1975-	4
	*Saint Joseph's College	AFT	1976	4
	*Syracuse University	AAUP	1975-	4
	*Villa Maria College	AFT	1975-	2
NORTH CAROLINA	*Barber-Scotia College	NEA	1979	4
OHIO	*Antioch College	AAUP,AFT	1975-	4
	*Baldwin-Wallace College	AAUP	1975-	4
	Bowling Green St. Univ.	Ind.	1979	4
	Loraine Co. Community College	AFT	1993	2
	Miami University	Ind./AAUP	1989	4
	*Oberlin College	Ind.	1974	4
	Ohio University	AAUP,NEA	1976	4
	University of Toledo	AAUP,AFT	1975-	4

State	Institution	Agent Defeated	Year	2/4
"NO-AGENT" VOTES (Cont.)				
OREGON	Eastern Oregon St. Coll.		1975	4
	Oregon Coll. of Education	AAUP,AFT	1975-	4
	Oregon Inst. of Technology	Ind.	1975	4
	Oregon State University	AAUP,AFT	1977	4
		NEA,AAUP	1983	4
	Treasure Valley Comm. Coll.**	NEA	1977	2
	Umpqua Community College	NEA	1975-	2
		NEA	1983	2
	University of Oregon	AAUP,AFT	1977	4
PENNSYLVANIA	Butler Co. Comm. Coll.**	NEA,Ind.	1976	2
	*King's College	AFT,NEA	1975-	4
	Pennsylvania St. Univ.	AAUP,NEA	1977	4
	*Philadelphia Coll. of Art	AFT	1975-	4
	*Point Park College	AAUP	1974	4
	*Seton Hill College	NEA	1975-	4
	Univ. of Pittsburgh**	AFT,AAUP/AFT	1977, 1991	4
	Univ. of Pittsburgh Health Professional Schools	AAUP,NEA	1975	4
	Univ. of Pittsburgh Law School	Ind.	1975	4
	Univ. of Pittsburgh-Provost Unit	AAUP,AFT,NEA	1976	4
	*Villanova University	AAUP	1975-	4
	*Waynesburg College	NEA	1976	4
	*Wilson College	PSEA/NEA	1977	4
RHODE ISLAND	*Rhode Island School of Design**	AFT	1975-	4
TENNESSEE	*Tusculum College	AFT	1972	4

State	Institution	Agent Defeated	Year	2/4
"NO-AGENT" VOTES (Cont.)				
VERMONT	Comm. College of Vermont	AFT	1985	2
	University of Vermont	AFT,AAUP,NEA	1976	4
VIRGINIA	*Randolph-Macon College	AAUP	1973	4
WASHINGTON	*Seattle University	AAUP	1975-	4
WISCONSIN	*Northland College**	AFT	1972	4

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For purposes of this Directory, "No-Agent" Votes are defined as elections in which faculty chose not to be represented by a certified collective bargaining agent.

*Denotes private institution.

**Institutions in which faculty initially voted "No-Agent" and then subsequently elected to be represented.

1975- Information on "No-Agent" votes conducted prior to 1975 is not readily available, thus for those institutions the year "1975", followed by a dash (-) is used.

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